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CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

caut acpu bulletin

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Mandatory retirement tops Council's agenda

by Helen Baxter
Bulletin editor

The CAUT Council has authorized an application for leave to appeal to the Supreme Court of Canada the judgement of the Ontario Court of Appeal on the mandatory retirement case. The Council made its decision to appeal at its meeting in Ottawa January 30-31.

The case, which is being financed by CAUT with the assistance of OCUFA, involves eight faculty members and one librarian at four Ontario universities (Toronto, York, Laurentian and Guelph). It is part of an effort by the Association to determine the legality of mandatory retirement in the universities.

The appellants first took their case to the Ontario Supreme Court in 1985. They argued that the Canadian Charter of Rights and Freedoms applies to the universities and that section 15(1) of the Charter prohibits the discrimination on the grounds of age which is inherent in mandatory retirement regulations. They also argued that section 9(a) of the Ontario Human Rights Code, which provides protection against age discrimination in employment matters only to persons between the ages of 18 and 65, is inconsistent with the requirement of section 15(1) of the Charter and should be declared unconstitutional.

The Court's decision upheld the mandatory retirement policies of the universities.

The appellants took their case to the Ontario Court of Appeal in 1987. The December 10 decision of the Court found that the Charter does not apply to the universities and thereby denied the appeal.

Total costs of underwriting the case to date have been $309,000, of which $25,000 has been paid by OCUFA. It is estimated that the cost of taking the case to the Supreme Court of Canada will be about $50,000.

In January of this year in a mandatory retirement case involving two employees at the University of British Columbia, the B.C. Court of Appeal ruled against the mandatory retirement policy of the University. The Alberta Human Rights Commission passed a similar ruling in late 1987 with regard to a mandatory retirement case at the University of Alberta.

Also at the January meeting, the Council endorsed the general recommendations contained in the March 1987 report *Canada and Polar Science*. Commissioned by the government in 1985, the report points to the serious underfunding of polar studies in Canada, a situation which its authors say has resulted in a lack of quality and sophistication in many areas of research. The report concludes that the failure of the federal government to sustain a commitment to northern research is the most serious single cause of the deterioration of research in this area.

The recommendations, as approved by the Council, are as follows:

☐ That a Canadian Polar Research Commission be created which will be responsible to the government at a senior level for monitoring and reporting on the needs and progress of polar sciences in Canada and for recommending steps to be taken to improve the relevance and effectiveness of polar science. The Commission should be composed of knowledgeable people from within and outside government, especially northern residents.

☐ That a comprehensive Canadian Polar Information System be created which incorporates current systems and is compatible with existing international systems.

☐ That a "physical institution" called "Polar House" be established to serve as a focus for Canada's polar interests and to foster development of a "critical mass" of northern and polar expertise.

☐ That the federal government provide increased financial and other support for institutions engaged in research in the North and facilitate the effective participation of northerners in this work.

☐ That federal government departments give greater attention to their northern responsibilities.

The Council approved a resolution which condemned the inadequacy of government policies on child care in Canada. The resolution stated that the National Strategy on Child Care for Canada does not fulfill the principles outlined in the CAUT Policy Statement on a Child Care System for Canada in that it fails to adequately fund child care, does not create

See COUNCIL/19

Retraite obligatoire: priorité du Conseil

par Helen Baxter
rédactrice en chef

Le Conseil de l'ACPU a autorisé une requête à la Cour suprême du Canada pour permission d'en appeler du jugement de la Cour d'appel de l'Ontario dans la cause de la retraite obligatoire. Le Conseil a pris la décision d'interjeter l'appel lors de son assemblée des 30 et 31 janvier tenue à Ottawa.

Financée par l'ACPU avec l'aide de l'UAPUO, la cause touche huit professeurs et un bibliothécaire de quatre universités de l'Ontario, soit les universités de Toronto, York, Laurentienne et de Guelph. L'ACPU cherche à déterminer si la retraite obligatoire dans les universités est constitutionnelle ou non et cette cause s'inscrit dans cette intention.

Les appelants ont d'abord porté leur cause devant la Cour suprême de l'Ontario en 1985. Ils soutenaient que la Charte canadienne des droits et libertés s'appliquait aux universités et que le paragraphe 15(1) de la Charte interdisait la discrimination en fonction de l'âge, condition essentielle aux règlements sur la retraite obligatoire. Ils ont également soutenu que le paragraphe 9(a) du Code des droits de la personne de l'Ontario, qui protège seulement les personnes âgées de 18 à 65 ans contre la discrimination en fonction de l'âge, est incompatible avec la condition du paragraphe 15(1) de la Charte et qu'il devrait, par conséquent, être déclaré inconstitutionnel.

La Cour suprême de l'Ontario a confirmé les politiques de retraite obligatoire des universités.

Les appelants ont présenté leur cause à la Cour d'appel de l'Ontario en 1987. Le 10 décembre, le tribunal rendait sa décision et jugeait que la Charte ne s'appliquait pas aux universités. Il a donc rejeté l'appel.

Jusqu'à maintenant, les frais judiciaires de la cause s'élèvent à 309 000 $. De cette somme, l'UAPUO a versé 25 000 $. On prévoit dépenser environ 50 000 $ pour porter la cause devant la Cour suprême du Canada.

En janvier dernier, dans une cause sur la retraite obligatoire touchant deux employés de l'Université de la Colombie-Britannique, la Cour d'appel de la C.-B. a réfuté la politique de retraite obligatoire de l'université. La Commission des droits de la personne a rendu un jugement ana-

Voir CONSEIL/19

La Coopérative de négociation collective poursuit sa lancée

par Robert Léger
Professionel à l'ACPU

La Coopérative de négociation collective a été créée en septembre 1987. A la fin janvier 1988, le Conseil de direction de la Coopérative a tenu sa première réunion officielle. On a approuvé le document "Les services de la Coopérative de négociation collective" et le budget pour l'année 1988-1989. Le Conseil a décidé de permettre à la présidente de la Caisse de défense de l'ACPU de participer de plein droit à ses réunions. On y a aussi annoncé la tenue d'une conférence sur la négociation collective qui aura lieu à l'Auberge Far Hills à Val Morin au Québec du 12 au 16 juin 1988. Le programme de la conférence, qu'on trouvera ailleurs dans le *Bulletin*, est sous la responsabilité de la Coopérative. Le professeur Paul Dussault de l'Université d'Ottawa et trésorier de la Coopérative est en charge de l'événement. Cependant, la conférence est financée jusqu'au 30 juin 1988 par l'ACPU.

Lors de la réunion d'organisation de septembre, la question qu'on semblait poser était "Être ou ne pas être?" L'esprit de la réunion de janvier se résumerait plutôt par "Que doit-on faire pour que ça marche?" L'esprit de coopération démontré à cette dernière réunion laisse augurer que la Coopérative sera une opération viable. La Coopérative compte près de cinquante membres qui vont probablement continuer leur affiliation. Dans les deux ou trois prochaines années, la Coopérative se propose de travailler à définir de façon opérationnelle les besoins de ses membres en négociation collective. La dernière réunion du Conseil a donné une orientation claire à la Coopérative. Cependant, à la lumière de l'expérience, il sera toujours possible de faire les ajustements pratiques nécessaires.

Notons qu'à partir de juillet 1988, la cotisation combinée à l'ACPU et à la Coopérative sera inférieure à la cotisation à l'ACPU de l'an dernier. Les membres de la Coopérative devront décider ultérieurement si cela est suffisant pour se procurer les services nécessaires en négociation collective. Pour les associations ou syndicats qui se joindront après le 1er juillet 1988, les coûts de la cotisation seront plus élevés que pour ceux qui sont déjà membres.

SWC special feature
after page 8

Supplément du CSF
après la page 8

CAUT Group Home and Auto Insurance Plan

next month

Une police collective d'assurance-auto et d'assurance-propriété

le mois prochain

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Diffusion totale moyenne: 27 000 *Le Bulletin de L'ACPU* paraît 10 fois au cours de l'année scolaire 1er de chaque mois septembre à juin Délai de réception des annonces 13 jours ouvrables au moins avant la date de publication Il ne sera pas accepté d'annulations après la date limite Pour toute annonce d'ouverture de poste un délai minimum de 30 jours sera exigé entre la date de parution du journal et la date limite d'application de ce poste L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race d'origine nationale de religion de couleur de sexe âge d'état conjugal de situation familiale d'ethnicité d'handicap de préférences sexuelles d'origine sociale ou de convictions ou d'attaches politiques La ou il existe des raisons fondées faisant exception à la politique générale énoncée à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons

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CAUT comments/Commentaires de l'ACPU

The politics of research on the universities

by Donald C. Savage

One of the complaints at the National Forum on Postsecondary Education held last fall in Saskatoon was the lack of research on the universities themselves and how they function. The Secretary of State, David Crombie, told the Forum that this was one of the areas where he hoped to see progress in the near future.

However, the process by which we arrive at research for the universities must have the confidence of all concerned, including the university community. We understand that talks are under way between Ottawa and the Council of Ministers of Education on this matter. Any contracts to handle such research should be put out to public tender. It would be unfortunate if a particular research corporation had a privileged route to such contracts or had the control of awarding them. Open contracting and peer evaluation ensure both quality and independence. Few people in the university would believe that a contractual arrangement let to one corporation in the research field without tendering would fulfill the criterion of independence.

The Secretary of State and the Council of Ministers of Education should (a) agree on one or two areas of research of mutual interest, (b) fund these projects jointly, (c) discuss them with the organizations that represent the university community, and (d) ask the Social Sciences and Humanities Research Council to structure the research proposals in impartial contract language so that the wording does not presuppose a particular answer, to advertise the research contracts and to vet them. It should be stipulated that the research results and the methodology involved be made public as soon as the governments receive the documentation from the researchers. This ad hoc approach would allow both levels of government to assess the results and to decide whether or not they wished to continue with the process.

Statistics have become a battlefield between the provinces, the federal government and the national organizations representing the universities. Let us hope that we can avoid this in any new research structure that is supposed to fund independent research about the universities.

L'aspect politique de la recherche sur les universités

par Donald C. Savage

Lors du Colloque national sur l'enseignement postsecondaire l'automne dernier à Saskatoon, certains ont déploré l'absence de recherche sur les universités et sur leur fonctionnement. Le secrétaire d'Etat, M. David Crombie, a déclaré au Colloque qu'il espérait bientôt voir des progrès dans ce secteur.

Toutefois, pour parvenir à ce genre de recherche, nous devons suivre une démarche qui attire la confiance de tous les intéressés, y compris le milieu universitaire. Sauf erreur, des pourparlers à ce sujet sont en cours entre le gouvernement fédéral et le Conseil des ministres de l'Education. Il faudrait faire des appels d'offre publics pour l'octroi des contrats de recherche sur les universités. Il serait malheureux qu'une société quelconque de recherche privée jouisse d'un accès privilégié à ces contrats ou ait le monopole de les octroyer. L'octroi libre de contrats et l'évaluation par les pairs garantissent la qualité et l'indépendance. Il y a peu d'universitaires qui croient qu'un contrat de recherche accordé à une société sans appel d'offre respecterait le critère d'indépendance.

Le secrétariat d'Etat et le Conseil des ministres devraient (a) convenir d'un ou de deux domaines de recherche d'intérêt mutuel, (b) financer conjointement ces projets, (c) en discuter avec les organismes représentant le milieu universitaire, et (d) demander au Conseil de recherches en sciences humaines de rédiger dans une langue neutre les appels d'offres de façon à ce qu'ils ne suggèrent pas une réponse particulière et d'annoncer les contrats de recherche et les examiner de près. Il faudrait prévoir que les résultats de la recherche et la méthodologie employée seront rendus publics dès que le gouvernement recevra la documentation des chercheurs. Cette démarche permettrait aux deux paliers de gouvernement d'évaluer les résultats et de décider s'ils souhaitent ou non poursuivre la recherche.

Les statistiques engendrent continuellement des querelles entre les provinces, le gouvernement fédéral et les organismes nationaux représentant les universités. Il est à espérer que nous pourrons éviter ce problème dans une nouvelle structure de recherche censée financer la recherche indépendante sur les universités.

caut acpu CENSURED ADMINISTRATIONS

Censure means that CAUT has concluded that a university administration has breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means that the university administration has resisted all reasonable suggestions from CAUT for a resolution of the dispute. Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured administration, of the issues involved in the censure. In particular, CAUT members are asked not to accept appointments at a censured university; not to accept invitations to speak or attend academic conferences at a censured university; and not to accept any distinction or honour that might be offered by a censured administration. Faculty members employed at a university whose administration is under censure are asked to support and assist efforts to convince the administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the CAUT Bulletin.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured administration that it should adhere to standards now widely accepted in the Canadian academic community.

The following administrations are under CAUT censure:

President and Board of Governors, University of Calgary (1979)

Censure was imposed because of the circumstances surrounding the decision not to renew the appointment of a member of the Faculty of Medicine when his appointment at an associated teaching hospital was terminated and because of a University regulation imposing a quota on the proportion of faculty members who may hold tenured appointments.

President and Board of Regents, Memorial University of Newfoundland (1979)

Censure was imposed when the appointment of a member of the School of Social Work was not renewed under circumstances which suggest that her political views were unacceptable to the University administration and when the administration and Board of Regents were unwilling to agree to a fair procedure to determine whether the faculty member had been fairly treated.

Full information on the above censures is available on request.

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President's message/Le mot du président

The topic of conflict of interest in the political arena is very much in the forefront of discussion these days. Indeed the government is bringing forward legislation which will require a considerably broader range of disclosure, not only from members of the government but from all the members of the House of Commons as well.

The whole issue of conflict of interest, the disclosure of interests and the effect that these have on the quality of judgement should be a topic of concern for the university community. At the last two CAUT Councils there has been consideration of a policy statement on conflict of interest within boards of governors. The policy statement calls for two types of action. First, if a member of the board has an interest in a company which does business with the university then that interest should be declared. Second, people who have continuing, substantial business arrangements with the university simply should not sit on the board.

The principle behind this policy appears to me to be laudable. Universities spend large sums of public money and the boards of universities should be in place to see that the money is spent in the pursuit of proper interests and policies. Naturally, the supervision of the board in these matters must be fair and even handed. This might not be the case if a member of the board benefits from doing significant business with the university. Members of boards are in a position of public trust and should be willing to demonstrate that there is no clear reason to doubt the value of the advice that the trustee is giving to the university.

This must surely apply also to the senior academic administrators. Since the presidents of universities are members of their boards, any policy on declaration of interest should apply to them. But it should extend further than that. Presidents are at the summit of a hierarchy which develops policy and gives advice on matters related to major expenditure. It appears to me that those non-academic administrators who have control over considerable expenditures should also be willing to declare any business interests. This would certainly include vice-presidents of administration, financial officers and those in charge of works departments. These individuals have an important say in the expenditure of university funds and so they should be willing to declare their business interests.

While individuals in charge of general expenditures should be required to make known their general financial interests, others would need only to disclose interests relevant to their special functions. For example, the director of computing services or the director of any large sub-unit of the university which gives technical advice on major purchases might also be governed by such a policy. In such cases where the advice is limited to a particular area, there need only be a declaration of interests relevant to the advice.

The whole issue of conflict of interest, the disclosure of interests and the effect that these have on the quality of judgement should be a topic of concern for the university community.

Faculty members should also be included. If they are members of a bargaining unit and on the board of the university, they will naturally absent themselves from the discussion and decision of the board when it deals with matters of potential financial benefit to them personally. So it should be with others who have business interests.

Another form of conflict of interest exists when a member of a university administration receives considerable payment from an outside source. For example, directors' fees for some large corporations amount to tens of thousands of dollars. The conflict here arises with the pressure exerted on the individual through the receipt of large sums of money to put corporate interests ahead of those of the university.

For faculty members, there is usually a clause in the contract or handbook that sets out the limits for such arrangements. The CAUT model clause on outside professional activity includes the reporting of the nature of the scope of such activities. In addition, the September Council of CAUT adopted a guide on university/business relations which indicates acceptable standards for faculty members who establish their own companies. However, there is no evidence that such reporting takes place on the part of administrators, academic or otherwise. Certainly, where large amounts of money are involved, it is appropriate that there be such reporting and that it be public.

To ask that individuals give evidence of trust well reposed, or of good sense and lack of conflict in business dealings, is not to accuse them of any wrong doing; nor should any such inference be drawn. I think that those who are given considerable responsibility should be willing to demonstrate that they are placing themselves in the best possible position to discharge it. This applies to universities as well as to government.

by/par John Evans

La question des conflits d'intérêts occupe le devant de la scène politique depuis quelque temps. De fait, le gouvernement va déposer une loi qui exigera, non seulement de la part de ses membres mais aussi de la part de tous les parlementaires, de divulguer beaucoup de choses.

Le milieu universitaire devrait se préoccuper de cette question ainsi que de la divulgation des intérêts et de leur influence sur la qualité du jugement. Lors des deux dernières assemblées du Conseil de l'ACPU, les délégués ont examiné un énoncé de principes sur les conflits d'intérêts au sein des conseils de gouverneurs. L'énoncé prône deux mesures. En premier lieu, si un membre du conseil détient un intérêt dans une compagnie qui fait des affaires avec l'université, celui-ci doit alors le déclarer. Deuxièmement, les personnes qui ont de façon permanente des liens d'affaires importants avec l'université ne devraient pas siéger au conseil.

Le principe qui sous-tend cette politique me paraît louable. Les universités dépensent d'énormes sommes provenant des deniers publics et les conseils des universités doivent veiller à ce que ces fonds servent à la poursuite des bons intérêts et des bonnes lignes de conduite. Naturellement, le conseil doit être vigilant faire preuve d'équité, ce qui peut ne pas être le cas si un membre du conseil tire profit de liens d'affaires importants avec l'université. Les membres de conseils de gouverneurs occupent un poste de confiance et doivent être disposés à prouver qu'il n'y a aucune raison manifeste de douter de la valeur des conseils qu'ils donnent à l'université.

Ce principe s'applique aussi aux cadres supérieurs de l'université. En effet, puisque les recteurs siègent au conseil de leur université, les politiques de divulgation d'intérêts doivent également s'appliquer à eux. Les recteurs chapeautent une hiérarchie qui élabore des politiques et donnent des conseils sur des dépenses importantes. Il me semble que ces administrateurs non-enseignants, qui ont la maîtrise de dépenses considérables, devraient être disposés à déclarer leurs intérêts économiques. Cette exigence s'appliquerait aussi aux vice-recteurs à l'administration, aux agents des finances et aux personnes responsables des travaux d'entretien. Ces personnes jouent un rôle important dans les décisions relatives aux dépenses de l'université et devraient, par conséquent, être disposées à divulguer leurs intérêts économiques.

Alors que les personnes responsables des dépenses générales devraient être tenues de révéler leurs intérêts financiers généraux, d'autres, par contre, devraient divulguer seulement les intérêts pertinents à leurs fonctions. Ainsi, le directeur des services informatiques ou le directeur d'une grande sous-unité de l'université qui donne des conseils techniques sur des achats importants, pourrait être assujetti à une telle politique. Si les conseils se limitent à un secteur particulier, la personne en question n'a qu'à révéler les intérêts qui touchent ce secteur.

Le milieu universitaire devrait se préoccuper de la question des conflits d'intérêts ainsi que la divulgation des intérêts et de leur influencee sur la qualité du jugement.

Les professeurs ne font pas non plus exception à la règle. S'ils sont membres d'une unité de négociation et siègent au conseil de l'université, ils doivent naturellement s'abstenir de participer aux discussions et à la décision du conseil si les questions à l'étude leur rapportent personnellement des profits financiers. Il doit en être de même pour les autres qui ont des intérêts économiques.

Il existe une autre forme de conflit d'intérêts lorsqu'un administrateur reçoit des sommes considérables d'une source extérieure. Ainsi, les honoraires de directeur d'une grande compagnie s'élèvent à des dizaines de milliers de dollars. Un conflit apparaît lorsque des pressions sont exercées sur cette personne parce qu'elle a placé les intérêts de la compagnie devant ceux de l'université en ayant accepté d'énormes sommes d'argent.

Dans le cas des professeurs, la convention collective ou le guide comprend habituellement une clause qui énonce les limites de ce genre d'entente. La clause modèle de l'ACPU sur les activités professionnelles extérieures prévoit l'obligation de faire rapport de la nature et de la portée de ces activités. En outre, les délégués du Conseil, à l'assemblée de septembre, ont adopté un guide sur les relations entre les universités et le secteur privé indiquant des normes acceptables pour les professeurs qui fondent leur propre compagnie. Cependant, rien ne prouve que cette obligation est respectée de la part des administrateurs, des universitaires ou autres. Certes, si d'importantes sommes sont en jeu, il convient d'en faire état et de les révéler.

On n'accuse personne de méfait en exigeant des preuves de confiance fondées, de bons sens ou d'absence de conflit pour des questions d'affaires. Il ne faut pas non plus en tirer des conclusions. J'estime que les personnes à qui l'on confie des responsabilités considérables devraient être disposées à montrer qu'elles font tout en leur pouvoir pour les remplir. Ce principe s'applique tant aux universités qu'au gouvernement.

To the editor / À la rédactrice

Urge to appeal

The ruling of the Ontario Court of Appeal that universities can continue to discriminate against professors by forcing them to retire at age 65 thereby denying them the equal treatment to which they are entitled under Section 15 of the Charter of Rights and Freedoms is (even more) bizarre when read in conjunction with Mr. Alyluia's reasoned report on the mandatory retirement issue at the University of Alberta.

I urge CAUT to appeal the Ontario Court's ruling to the Supreme Court of Canada.

D. Borwein, Head
Dept. of Mathematics
The University of Western Ontario

Open letter to LUFA

The following letter was sent to the Bulletin for publication:

Wednesday, January 20, 1988 — written on the 4-7 p.m. picket line shift, Main Entrance, while manning the C.B. radio in my car.

I believe that we should thank our Board of Governors for forcing us to go on strike. I don't know if the Board holds the stereotypical view that "those who can't do, teach," but my own doubts about our ability to do are now answered, as I hope are yours. We professors *are* doing, and doing very well, thank you.

One of the best things we've done is forge closer, cross-departmental links amongst ourselves. It's one thing to nod at each other over coffee in the faculty lounge, another to share coffee on the picket line. (I've even stirred in cream and sugar for you when your sandwich board impeded the normal movement of hands.) I know I have more genuine colleagues now, will be a better colleague after this shared experience.

I don't mean to make light of the seriousness of this strike, but it *has* been fun to don survival outfits and stand picturesquely around a blazing barrel like an unshaven bum, hands outstretched for warmth. We've received many sympathetic honks from motorists, many clenched-fist-for-the-proletariat salutes. We've enjoyed manning C.B. radios at the four entrances, saying "Roger" and "over" and "10-4" in calm, conning tower voices, hearing exotic snatches of Spanish skip in from the southern hemisphere.

I have carried on peripatetic conversations about Thoreau with my new colleagues, have thought much about Thoreau as I tramped the 52 paces across the estuary of the Main Entrance, travelling much in Thunder Bay. I have lumbered in my ridiculous sandwich, felt my arms poke out uselessly at my sides like some sort of small boy in too many winter clothes, but this lumbering gait I've adopted has been strategic, like the ploy of a smart dog who limps up to a stranger in cold weather, paw extended and whimpering. The Lakehead University Board of Governors has made me lumber: each slurred, slow-thighed step is my pantomine of resistance.

Yet, inside I am happy. This interval of being away from my office, my classes, has taught me how much I like my work, how much its rhythms are my life's rhythms. I will be still happier when this strike is over and we can go back, but I know even now that this interval, however long, will be remembered as one of the high points of my Lakehead University career.

They say that the best teachers are those who approach their material as students, eternally open to the prospects of learning. If so, we have all been students for the past week, have learned a great deal, and will go back to our classrooms renewed and rededicated. (And, yes, no doubt richer!)

This is Mobile 2 from the Main Entrance, over and out.

Claude Liman
Dept. of English
Lakehead University

Anti-communism and academe

Ronald C. Newton (letter, December 1987) clings to the assumption that an anti-Communist consensus among academics in the 1950s must have represented undesirable "thought control." But even Newton can scarcely object to a consensus in support of freedom (which includes academic freedom), and any genuine consensus in support of freedom implies a consensus in opposition to communism. Who can deny that Communist regimes control universities and suppress intellectual (as well as other) liberty?

Communists in free nations defend freedom of expression only because they need it in order to wage political and psychological warfare against the system that makes freedom possible. Once Communists come to power, freedom becomes an obstacle to their quest for social transformation, and is therefore swept away. Does any Canadian academic believe that he would enjoy as much freedom in China, Vietnam, Cuba, East Germany, Czechoslovakia or the Soviet Union as he does in the capitalist West?

Although every sincere and informed believer in academic freedom must be anti-Communist (and of course anti-fascist as well), there remains plenty of scope for intellectually stimulating debate on innumerable issues. Anti-communism is no more conducive than anti-fascism to what Newton calls "intellectual narrowness."

Kenneth H.W. Hilborn
Department of History
University of Western Ontario

Gives ammunition

The following is a letter to CAUT President John Evans:

I want to take this opportunity to express my support to your organization and congratulate you on your CAUT Special Report "The University: Who Needs It?" On page eight, the reader is advised to "tell your MP or MLA,...: education is our most important mega project!" and I want to listen. This publication certainly enlightens those who are not directly involved in the Advanced Education field and gives further ammunition to those of us who are MLAs.

Grant Mitchell, MLA
Alberta

South Africa

You publish on page four of the October *Bulletin* a warning to professors about giving the appearance of supporting the South African government's policy of apartheid. On the back cover there appears a CAUT/Findley Travel Limited ad that includes Johannesberg as a possible destination. It is bad enough that the travel company should flaunt Canada's voluntary ban on travel to South Africa. The hypocrisy of CAUT in simultaneously damning apartheid and displaying its own support for it in the same issue of its official publication is embarrassingly stupid to say the least.

D.B. Jewison
Dept. of English
University of Winnipeg.

Editor's Note: The inclusion of Johannesberg as a travel destination in the Finlay Travel advertisement was an error which should not have occurred.

TUNS, Lakehead settle

by Howard Snow
CAUT staff

The strikes by the Faculty Associations at Lakehead University and the Technical University of Nova Scotia have been satisfactorily resolved.

The two Associations went on strike on January 15. A major issue in both disputes was the comparison of salaries with other universities. At Lakehead, the employer had earlier encouraged the Association to accept lower settlements with the promise that when good times arrived the faculty would share in those good times. The faculty viewed the good times as having arrived and wished to improve their relative position in comparison with other universities in Ontario. At the beginning of the strike the faculty ranked eleventh of the fifteen universities and wished to move to tenth place.

At the Technical University of Nova Scotia the first round of bargaining in 1981 had been concluded only following a brief strike. One of the understandings reached in the 1981 round of bargaining was an appropriate comparison group for purposes of arriving at reasonable salaries. Over the intervening period the salaries had slipped in comparison with that group. The Association wished to return to that comparison. A further factor at TUNS was the rejection by the Board of Governors of an earlier tentative collective agreement.

The strike at Lakehead University was settled first with a return to classes on January 25. The settlement included improved salary increases, increases to a number of stipends, an increase in the professional allowance, improvements in dental and vision care, improvements to sabbaticals and to maternity leave, a commitment to improve the pension plan (the pension plan has been dealt with outside of the collective agreement), new articles on patents and copyrights and new initiatives on employment equity and personal harassment.

The TUNS strike ended February 1. Their new agreement is similar to the rejected tentative agreement with a few changes. The Union agreed to make a minor change in the Service Award to the benefit of the employer and received substantially improved salary increases. In addition, the employer made commitments to improve the process of negotiations for future collective agreements, to improve the relationship between the parties during the term of the agreement, to increase the levels of academic support, and to review the status of librarians.

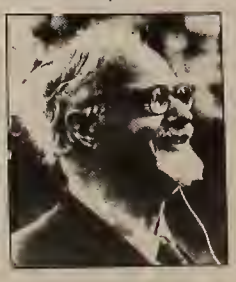
Both agreements are for three years - 1986-89 at TUNS, 1987-90 at Lakehead.

Arthur M. Lower: defender of academic freedom and civil liberties

by Robert Moore
CAUT staff

Prof. Arthur Lower, one of Canada's foremost Canadian historians, died January 7 at his home in Kingston at the age of 98.

Prof. Lower's greatest interests were Canadian history, nationalism and the defense of civil liberties against infringement from governments as well as university bureaucracies. At CAUT's first annual meeting in 1951, he urged that: ". . . one of the basic activities of the Association . . . be to keep constantly in view the issue of academic freedom." In 1958,



Prof. Lower reacted vigorously to the Crowe case at United College where he had been on staff from 1929 to 1947. He commented from Queen's that poverty had exacerbated divisions at the College where ". . . every honest difference of opinion has tended to be regarded as treason." Prof. Lower pointed out that tenure was then unconditionally at the pleasure of the College's Board and ". . . what self-respecting man will stay in an institution whose government is despotism." He called for the Principal's removal and for United College to adopt a stand for reform on principle.

Prof. Lower was President of the Canadian Historical Association, the Civil Liberties Association, Canadian Institute of International Affairs and the Royal Society of Canada. He helped organize the Canadian Civil Liberties Association. He worked for a better understanding of francophone Canada. He supported the League of Nation's attempts for international peace prior to World War II. He received many important honours and awards during his life including the Royal Society of Canada's Tyrell Medal, the Governor-General's Medal, the title of Senior Fellow of the Canada Council and the Ontario Bicentennial Medal.

Born in Barrie August 12, 1889, the youngest of nine children of English immigrants, Prof. Lower was the first of his family to attend university. He received a B.A. in 1914 and a M.A. in 1923 from the University of Toronto. He earned another M.A. in 1926 and a Ph.D. in 1929 from Harvard. In 1914 he served in the Royal Navy Reserve on the North Sea. He later worked as a translator, editor and researcher for the Public Archives of Canada. Prof. Lower taught at Luft's College, Harvard, Wesley College and Queen's where he retired in 1959.

Prof. Lower was admitted recently to hospital with pneumonia. He was under nursing care at the time of his death. He leaves a legacy of impressive scholarly works comprising *Canada and the Far East, Colony to Nation, Evoking Canadian Federalism* and *Canadians in the Making*. Prof. Lower is the last of a wave of major historians - Donald Creighton, Frank Underhill, W.L. Morton and Harold Innis. All were pioneers of the notion that Canadian history, including economic and social history, is interesting and important for serious study. He will be missed.

Bill C-54 could prohibit proper work of academics: CAUT

by Helen Baxter
Bulletin editor

The government's controversial anti-pornography legislation, Bill C-54, has apparently been put on the back burner. Since the two days of Commons debate in December, the Bill, containing proposed amendments to the Criminal Code regarding pornography, has not been discussed in the House. At second reading stage, the Bill has not yet been referred to Committee.

CAUT has opposed the extremely broad definition of pornography contained in the Bill. The CAUT Council, at its January meeting, strongly endorsed opposition to the Bill on the grounds that the sweeping terminology employed to curb obscene material could also restrict or prohibit the proper work of academics.

Under Bill C-54, erotica refers to any visual matter depicting in a sexual context or for the purpose of sexual stimulation of the viewer, a human sexual organ, a female breast, or the human anal region. The definition of pornography would include any visual material depicting masturbation or ejaculation, and vaginal, anal or oral intercourse.

CAUT regards these definitions as excessively puritanical. Not only could this legislation restrict or eliminate access to works of art, sculpture, film and drama, but could threaten whole areas of research and teaching materials in medical schools and universities including literary, anthropological, sociological, psychological research on pornography itself, and sexuality in general.

In CAUT's opinion the definition of pornography suggested in the Bill is so broad that charges could be made easily and frequently. In addition, CAUT feels the expense and energy necessary to prove artistic merit or ethical purpose is more than should be required of the accused.

CAUT is also concerned about the fact that it is not simply "visual matter" that is to be restricted. Bill C-54 also contains reference to restrictions on "any matter or commercial communication" and to any "thing", which could, in fact, pertain to written material including books, reports and documents of all sorts. This suggests that a wide range of material "displayed" on library shelves could be confiscated. Although the Crown would have to demonstrate that the material objected to was pornographic, the definition is so broad that the courts could find themselves compelled to convict.

CAUT has urged successive Ministers of Justice that, if amendments to the Criminal Code to control pornography are to be introduced, safeguards should be included in the legislation. The following suggestions have been made over the years:

1. CAUT suggested to the federal government that if it was determined to expand the definition of obscenity under the Criminal Code, it should provide safeguards for the university, scientific, literary and artistic communities through an exemption which would allow appropriate use of allegedly pornographic material by members of these communities in the legitimate conduct of their responsibilities. The Liberals refused to do this. The Conservative government has included such an exemption but has limited its application to certain parts of Bill C-54. CAUT has recommended that the exclusion be for all parts of the legislation. Without the exclusion it would be hard to see, inter alia, how research on pornography itself could continue. CAUT also recommended an exclusion for materials authorized by a licensed or certified psychiatrist, psychologist or medical practitioner.

2. CAUT proposed that those who are unfairly attacked in the courts should be able to secure costs and damages if they are acquitted of charges particularly those from private prosecutions.

3. CAUT advocated that any changes to the definition of obscenity should not apply to bona fide paintings or sculptures but should be restricted to films, video tapes and photographs (as in Britain).

4. CAUT suggested that clarification of intent be introduced into the legislation for the guidance of the courts since the courts have not normally taken into account the legislative record.

5. CAUT suggested language to protect university collections, particularly anthropological collections, from attack. CAUT has been concerned, also, to ensure that the onus is not on members of the academic community who make legitimate, academic or professional use of material which is obscene or pornographic to prove that the use of the material is appropriate. It is CAUT's view that the onus should be on those alleging improper use to establish their case.

6. CAUT opposed legislation in 1982 and again in 1985 that would make private possession, as distinct from sale or display, a criminal act. It also proposed in 1978 that legislation permit the existence of adult book stores but give municipalities the rights to restrict exterior visual display, right of entry, and the like, but not the right to prohibit the sale to adults of books that are not illegal under the Criminal Code.

7. CAUT has recommended on numerous occasions that prosecutions only be permitted with the permission of one of the attorneys general. This was done to prevent private vendettas by fringe groups and to ensure that there was sufficient political agreement on the subjects for prosecution. This suggestion has been incorporated in Bill C-54.

8. CAUT agreed in 1984 with the proposal of the Fraser Committee that for a work to be judged obscene, it must be judged in its entirety.

9. A matter of particular concern to CAUT has been to ensure that legislation designed primarily to control pornographic pictures and performances does not also limit the availability of printed material. It has been a worrying feature of several of the draft statutes that books and other printed material would have been as subject to restriction as pictures.

10. CAUT has objected to any measures which would remove the right of an accused to opt for trial by judge alone and which would require trial by jury. A provision such as this would increase the possibility of Canadians in one part of the country being prevented from having access to material which is freely available elsewhere. While community standards may vary somewhat across the country there must, in the view of CAUT, be a national standard to ensure that generally acceptable materials are not banned in a particular community (perhaps one with a university) under a statute which permits the development of what would be a court-sanctioned local option.

11. Finally, CAUT has urged that penalties under obscenity legislation be in proportion to the seriousness of the offence. Some proposed statutes have suggested penalties more severe than those imposed for manslaughter.

THE GOVERNMENT HAS NO BUSINESS IN THE BEDROOMS OF THE NATION...
THE GOVERNMENT HAS NO BUSINESS IN THE BOARDROOMS OF THE NATION...
THE GOVERNMENT'S BUSINESS IS IN THE LIVING ROOMS OF THE NATION!!
BILL C-54

The Ottawa Citizen

L'ACPU s'oppose au projet de loi C-54

par Helen Baxter
rédactrice en chef

Il semble que le projet de loi fédéral C-54 tant controversé sur la pornographie ait été relegué au second plan. Le projet de loi, qui en est à l'étape de la deuxième lecture et qui contient des amendements au Code criminel relatifs à la pornographie, n'a pas encore été remis au Comité depuis les deux jours de débat de la Chambre des communes en décembre.

L'ACPU s'est opposée à la définition très large de la pornographie que donne le projet de loi. Lors de son assemblée de janvier, le Conseil de l'ACPU a fermement décidé de s'opposer au projet de loi parce que la terminologie radicale qui y est employée pour bannir le matériel obscène pourrait également restreindre ou frappée d'interdiction les travaux des universitaires.

En vertu du projet de loi C-54, le matériel érotique fait référence au matériel qui montre, dans un contexte sexuel ou dans le but de stimuler sexuellement le spectateur, un organe sexuel humain, des seins ou la partie anale humaine. La définition de la pornographie comprendrait tout matériel qui montre la masturbation ou l'éjaculation, et des rapports sexuels par voie vaginale, anale ou orale.

L'ACPU considère ces définitions comme excessivement puritaines. Cette loi, non seulement restreint-elle ou élimine-t-elle l'accès à des travaux artistiques, à la sculpture, au cinéma et au théâtre, mais elle menace aussi tout un secteur de recherche et de matériel pédagogique dans les écoles de médecine et les universités, y compris la recherche littéraire, anthropologique, sociologique, psychologique sur la pornographie elle-même et sur la sexualité en général.

L'ACPU est d'avis que la définition de la pornographie proposée dans le projet de loi est tellement large que l'on pourrait facilement et fréquemment intenter des poursuites contre des universitaires. L'ACPU estime que la nécessité pour l'accusé de prouver le mérite artistique ou la valeur éthique exige de sa part une trop forte dépense d'argent et d'énergie.

Le projet de loi C-54 peut donner lieu à de sérieuses préoccupations dans la mesure où il n'entend pas limiter son action au "matériel visuel". On y fait également mention de "tout matériel visuel ou toute communication commerciale" et de tout "article", ce qui, en fait, pourrait inclure des documents écrits, notamment des livres, des rapports et des imprimés de toutes sortes. On peut ainsi penser qu'une vaste gamme de documents "exposés" sur les rayons des bibliothèques pourraient être confisqués. Bien qu'il incombe à la Couronne de démontrer le caractère "pornographique" du document écrit faisant l'objet de la poursuite, la définition de ce terme est si large que les tribunaux pourraient se voir obligés de prononcer des verdicts de culpabilité.

L'ACPU a vivement conseillé à divers ministres de la Justice de veiller à inclure des garanties dans la loi. Voici des suggestions formulées au cours des ans:

1. l'ACPU a suggéré au gouvernement fédéral d'accorder des garanties aux communautés universitaires, scientifiques, littéraires et artistiques s'il décidait d'élargir la définition de l'obscénité contenue dans le Code criminel. Il pourrait pour ce faire accorder une exemption qui permettrait aux membres de ces communautés d'utiliser d'une manière appropriée du matériel supposément pornographique dans l'exercice légitime de leurs responsabilités. Les Libéraux ont opposé leur refus à cette suggestion. Le gouvernement conservateur, de son côté, a inclus une telle exemption, mais il en a limité l'application à certaines sections du projet de loi C-54. L'ACPU a recommandé que l'exemption vise toutes les sections de la loi. A défaut de cette exemption, il est difficile d'imaginer, entre autres, comment pourrait continuer la recherche sur la pornographie elle-même. L'ACPU a également recommandé l'exclusion des articles autorisés par un psychiatre, un psychologue ou un médecin diplômé ou accrédité.

2. l'ACPU a proposé que les personnes qui sont injustement traduites devant les tribunaux soient en mesure de récupérer les coûts et dommages si elles sont acquittées des accusations portées contre elles, particulièrement à l'occasion de poursuites privées.

3. l'ACPU a recommandé que tout changement apporté dans la définition de l'obscénité ne s'applique pas lorsqu'il s'agit de peintures ou de sculptures authentiques, et qu'il ne vise que les films, les bandes-vidéo et les photographies (comme c'est le cas en Grande-Bretagne).

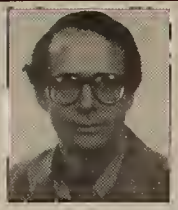
4. l'ACPU a suggéré qu'une déclaration d'intention soit introduite dans la loi afin de servir de guide aux cours de justice, car celles-ci n'ont pas généralement tenu compte du compte rendu des débats parlementaires.

5. l'ACPU a proposé que la formulation de la loi protège de toute attaque les collections universitaires, particulièrement celles d'anthropologie. L'ACPU a également voulu assurer qu'il n'incomberait pas aux universitaires qui ont recours dans l'exercice de leurs fonctions à un usage légitime et professionnel de matériel obscène ou pornographique de prouver le bien-fondé de leur usage. L'ACPU estime qu'il appartient à ceux qui mettent en doute le bien-fondé d'un tel usage de prouver la véracité de leurs dires.

6. L'ACPU s'est opposée en 1982, et une fois de plus en 1985, à une législation qui ferait de la possession privée, où n'entre aucun motif de vente ou d'exposition, un acte criminel. Elle a également proposé en 1978 que la loi permette l'existence de librairies pour adultes tout en accordant aux municipalités le droit de limiter l'étalage extérieur, les privilèges d'accès, etc. mais non celui d'interdire la vente aux adultes de livres qui ne sont pas illégaux en vertu des dispositions

Voir PORNOGRAPHIE/6

Librarians



by John Murchie
Committee Chair

Issues

As a part of the reorganization of CAUT last year, the Librarians Committee was made a Standing Committee of Council. It joins the Status of Women Committee and the Academic Freedom and Tenure Committee. About 1,000 librarians who are members of CAUT have gained a firm basis on which to have their particular professional interests and concerns articulated and represented. The current members of the Committee are: Eileen Goltz (Laurentian), Ruth Leslie (Windsor), Carol Marley (McGill), and John Murchie (NSCAD) as Chair. The President and Executive Secretary of CAUT sit as ex-officio members and Bob Moore (CAUT) acts as Secretary.

The Committee met early in the Fall 1987 through a telephone conference call and in January 1988 had its first face-to-face meeting in Ottawa prior to the recent Council meeting. The agenda called for a wide range of discussions including the National Library and the National Archives, confidentiality of records and security and various surveys which have been undertaken including the Librarians' Salary Survey and its analysis. The Committee also addressed pay equity issues, early retirement and career paths as well as the copyright and pornography legislation (Bills C-60 and C-54) which are before the House of Commons.

A major part of the Committee's business involved final discussions of a document developed by the Committee entitled "Employment Equity for Women Academic Librarians". Committee members began work on this document more than a year ago. We worked closely with the Status of Women Committee (SWC) and were to review with the SWC Chair any changes which might be necessary to the draft. The two committees were in agreement on the document which will now be presented to the CAUT Executive and then the Council in May.

The Committee also spent considerable time discussing plans which are underway for participation by librarians in the upcoming Collective Bargaining Conference and a joint workshop with the Canadian Association of College and University Libraries (CACUL) during the 1989 Canadian Library Association (CLA) conference in Calgary. It is obviously important for librarians to develop the specific issues and concerns which we have in the workplace and to increase our skills vis-à-vis the bargaining process. The Collective Bargaining Conference is one significant venue for us. Academic librarianship in Canada is a complex and diverse profession which is represented from and through various organizations. There is significant membership overlap between CACUL and CAUT which behooves cooperative effort. A joint workshop seems an appropriate and manageable venture. The most likely topic is the issue of library governance and library councils. This constitutes a subject which the Librarians Committee has surveyed.

Mandate

As part of the Committee's new standing within CAUT, it was asked by the Executive to review its terms of reference and to recommend any changes. The Council accepted the following definitions of the Committee's role:

a) The Librarians Committee shall be a Standing Committee of Council;
b) The Committee's principal responsibility shall be to represent the interests of librarians to Council and to the CAUT membership at large;
c) The Committee shall be responsible for making recommendations to Council on matters with which it is concerned; and
d) The Committee shall act as advocate for the academic librarian and for the well-being of academic librarianship.

and of the Committee's functions:

a) To review and report on the terms and conditions of employment of academic librarians including but not limited to issues of governance, salaries and benefits, hiring and ranking, promotion and career progress practices;
b) To review and report on the government and other funding of university libraries and on their fiscal arrangements as they affect libraries;
c) To maintain liaison with librarians both in CAUT and other organizations;
d) To monitor and report on any discriminatory practices relating to academic librarians; and
e) To develop, articulate and propose policies, guidelines and information papers respecting academic librarians and academic librarianship, in liaison with other Committees when appropriate.

The Committee felt that such definitions gave sufficiently wide scope to librarians for the presentation of our concerns. Council agreed and now we should proceed.

During the Committee's meeting, it was agreed that one of our first and most important priorities must be the development of lines of communication. CAUT members are not generally aware that there is a Librarians Committee as a Standing Committee of CAUT. To overcome this and to begin to more actively develop a CAUT librarians' position on various issues, the *Bulletin* will publish on a regular basis a column devoted to librarians' concerns. The next Committee meeting is scheduled for April 9, 1988.

MPHEC calls for boost in funding for Maritime universities

by Helen Baxter
Bulletin editor

The Maritime Provinces Higher Education Commission (MPHEC) submitted its annual plan for the financing of higher education in the region to the Council of Maritime Premiers on January 22.

The plan for 1988-89 calls for:

- a 7.7 percent increase in operating assistance
- a $42 million capital assistance program over the next three years
- an immediate $5 million increasing to $15 million annually by 1991 for research and development and technology transfer
- a review of student aid programs

Of the total recommended increase of 7.7 percent for operating assistance, New Brunswick would receive 6.6 percent, Nova Scotia 8.5 percent and PEI 7.7 percent. The differences result from the application of a formula to account for enrollment changes.

In its report, MPHEC recognized the record-high levels of enrollment at Maritime universities and the serious erosion in the post-secondary funding base. It said it expected governments to assign "a very high priority" to meeting the increased financial needs of the universities.

The financial plan has received mixed reviews from faculty spokesmen in the Maritimes.

The President of the Federation of New Brunswick Faculty Associations, Daniel Bélanger, praised the Commission for departing from "the rhetoric of restraint". Prof. Bélanger said the plan presented "an accurate analysis of the present and future effects of continued underfunding". However, he said the dollar increase recommended was not enough. While the recommendation for a 6.6 percent increase for New Brunswick universities was an improvement over the 5.2 percent recommended last year, he said, it falls far short of the 7.8 and 9.8 percent increases called for by the Association of Atlantic Universities for 1987/88 and 1988/89 respectively.

"In constant dollars, over 80 million has been lost from the 1979-80 levels of base funding for Maritime universities. The increases requested by the AAU in the last two years would have restored only half of this, and then only over a five year period," Prof. Bélanger said.

The Executive Director of the Nova Scotia Confederation of University Faculty Associations, John D'Orsay, expressed dissatisfaction with the Commission's plan. Mr. D'Orsay said the recommended funding hike of 8.5 percent for operating grants for Nova Scotia's universities would scarcely make a dint in the province's real needs in this area. The $10 million was less than a quarter of the amount required to handle the increase in student enrollment and to restore the quality of higher education in the province, he said. He added that the erosion in university funding flew in the face of the demands of a knowledge-based economy for an educated labour force.

The Commission's recommendation for an overall 7.7 percent increase in operating assistance for Maritime universities includes a 4.7 percent increase to sustain existing levels of activities to keep pace with inflation. There is also a 1.75 percent increase to restore some of the erosion in funding which has occurred in the past, a 0.5 percent in program expansion for the new Maritime Forest Ranger School, a new mechanical engineering program at l'Université de Moncton, the introduction of a PhD program in Clinical Psychology and program changes at Dalhousie, and an undergraduate Food Science program at Acadia.

A further .75 percent increase is recommended exclusively to continue the process of raising the grant levels of various Nova Scotia universities that have historically received below average levels of support.

The Commission's capital assistance recommendations contain few new initiatives — most projects have been previously recommended and some have already received government approval.

The MPHEC report expects that tuition fees will be raised 4.7 percent with student aid programs reflecting the higher rates but points out that because of financial pressures institutions have already been increasing tuition fees at rates exceeding grant and inflationary increases. As a result, MPHEC has recommended that the Council of Maritime Premiers authorize a review of student aid programs by the Commission in consultation with provincial student aid officials.

The Commission has also recommended that the Council of Maritime Premiers approach the Atlantic Canada Opportunities Agency with a proposal for funding of a ten-year plan for research and development and technology transfer amounting to $15 million annually by 1991 starting with $5 million in 1988-89. The Commission report says that if the level of sponsored research were at the national average on a per capita basis, sponsored research activities at Maritime universities would increase by nearly 40 percent.

In order to maximize the benefits from the fund and to ensure compatibility with other economic development programs, MPHEC has advocated the establishment of a consultative mechanism involving the Atlantic Canada Opportunities Agency, provincial development departments, and MPHEC.

PORNOGRAPHIE 5

du Code criminel.

7. L'ACPU a recommandé à de nombreuses reprises qu'il ne soit permis d'intenter des poursuites qu'avec la permission de l'un des procureurs généraux ou ministres de la Justice. Une telle mesure a pour but d'éviter que des groupes marginaux puissent se livrer à des vendettas privées, ainsi que d'assurer qu'il existe un appui politique suffisant pour chacune des poursuites intentées. Cette suggestion a été intégrée au projet de loi C-54.

8. L'ACPU a approuvé en 1984 la proposition du comité Fraser voulant qu'on ne puisse juger une oeuvre obscène qu'en la considérant dans sa totalité.

9. Une préoccupation importante de l'ACPU a été de s'assurer qu'une loi conçue avant tout pour contrôler les images et les spectacles pornographiques ne limite pas en même temps la diffusion de documents imprimés. Plusieurs des ébauches de lois contenaient une disposition inquiétante prévoyant l'application aux livres et aux autres documents imprimés de restrictions identiques à celles visant les images.

10. L'ACPU s'est opposée à toute mesure qui priverait un accusé du droit de choisir un procès devant juge seul et lui imposerait un procès devant jury. Une telle disposition augmenterait la possibilité que les Canadiens d'une région du pays ne puissent avoir accès à des articles circulant librement dans d'autres régions. Bien que les normes collectives puissent varier quelque peu à travers le pays, il doit, de l'avis de l'ACPU, exister une norme nationale en mesure d'assurer que des articles généralement considérés comme acceptables ne soient pas interdits dans une collectivité particulière (comptant peut-être en son sein une université) en vertu d'une loi permettant la création de ce qui serait un choix local jouissant d'une sanction juridique.

11. Finalement, l'ACPU a fortement insisté sur la nécessité pour une loi touchant l'obscénité d'imposer des peines proportionnelles à la gravité de l'offense. Certaines propositions de lois prévoyaient des peines plus sévères que celles sanctionnant l'homicide involontaire.

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The 1987 constitutional accord and linguistic minorities

by Senator Lowell Murray

In the second of a series of three articles, Lowell Murray, Leader of the Government in the Senate and Minister of State for Federal-Provincial Relations, discusses what the 1987 Constitutional Accord means for linguistic minorities.

Last month, I attempted to show that section 1 of the 1987 Constitutional Accord, particularly the recognition of Quebec as a distinct society, would not undermine sexual equality rights. I did not wish to suggest however, as some political commentators and analysts have been doing, that the sole purpose of section 1 of the *Constitutional Amendment, 1987* is to affirm the distinct identity of Quebec. This would constitute a gross distortion of reality, and would remove from this important provision a large part of its significance.

Section 1 begins with the following statement:

"The Constitution of Canada shall be interpreted in a manner consistent with
(a) the recognition that the existence of French-speaking Canadians, centred in Quebec but also present elsewhere in Canada, and English-speaking Canadians, concentrated outside Quebec but also present in Quebec, constitutes a fundamental characteristic of Canada; and
(b) the recognition that Quebec constitutes within Canada a distinct society."

The primary purpose of section 1 is therefore to recognize explicitly in the Constitution Canada's linguistic duality, that is the existence of French-speaking and English-speaking Canadians living together across the country. In doing so, it establishes the Canada-wide context in which Quebec's distinctiveness is recognized.

Thus, after having recognized in the *Constitutional Act, 1982* the rights of the aboriginal peoples (section 25) and the significance of our multicultural heritage (section 27) and of regional diversity (section 36), the Constitution will clearly recognize two other elements of our national life.

Almost 20 years after the *Official Languages Act* came into force, and five years after important language rights were entrenched in the Canadian Charter of Rights and Freedoms, we are finally recognizing this fundamental characteristic, which guides and justifies our efforts to ensure full recognition and use of English and French in Canada.

The symbolic importance of this recognition cannot be denied. It is testimony to an openness which has not always existed in the past and without which progress cannot be achieved.

However, in addition to this symbolic importance, the Accord represents a step forward for linguistic minorities at the legal level. In future, the Constitution, and thus the Canadian Charter of Rights and Freedoms, including language rights, will be interpreted in the light of the recognition of this fundamental characteristic — linguistic duality.

The Commissioner of Official Languages, D'Iberville Fortier, believes minorities gain by the Accord. This view is shared by the constitutional scholar Robert Décary, who testified before the Special Joint Committee which studied the Accord last summer.

In addition, the Accord affirms the role of Parliament and all legislatures to preserve this fundamental reality. This is so because section 1 also states:

"The role of the Parliament of Canada and the provincial legislatures to preserve the fundamental characteristics of Canada referred to in paragraph (1)(a) is affirmed."

Some, however, would have liked the Accord signed last June 3 to have gone further. They have expressed concern that the Constitution affirms the role of Parliament and the legislatures only to "preserve", and not to "promote", linguistic duality. They fear nothing will be done in the future to improve the status quo, even though the fate of linguistic minorities in several provinces clearly remains uncertain.

It cannot be denied that there is still progress to be made. However, I do not share the view of the critics who argue that because the Constitution affirms only the role to "protect", nothing else will be done. Clearly, this is a shared "minimum", which does not prevent any government from doing more, much more. This spirit no doubt led to the enactment of the French Language Services Act in Ontario, which gives the public the right to communicate with and receive services from government agencies in French. From that viewpoint, the Accord represents a net gain for linguistic minorities.

The Prime Minister, like many other Canadians, would have preferred a consensus on recognizing a role to promote duality. This issue was considered in the discussions between governments in the year preceding the signature of the Accord. The Prime Minister himself broached the question on two occasions, first on April 30 at Meech Lake, and again in the early hours of June 3 in Ottawa. Unfortunately, he was unable to take the consensus any further during those discussions.

In this regard, some have suggested we re-open the Accord. I must point out that re-opening of the Accord would be the equivalent of calling into question the consensus of June 3, and would lead straightway to its break-up. This is the view of the report of the Special Joint Committee on the Constitutional Accord and of many legal experts and federal-provincial relations specialists who appeared before it, among them Gordon Robertson, who played a leading role in constitutional negotiations between 1963 and 1979. To risk such a failure solely to affirm Parliament's role to do what it already does is, in my view, too high a price to pay.

Parliament is already involved in promoting linguistic duality, and a constitutional provision would add nothing concrete to the guarantees of the official languages bill. Section 40 of the bill reads as follows:

"The Government of Canada is committed to
(a) enhancing the vitality of the English and French linguistic minority communities in Canada and supporting and assisting their development; and
(b) fostering the full recognition and use of both English and French in Canadian society."

The government will take concrete steps to fulfil this commitment, both by working in areas under its jurisdiction and by co-operating with the provinces and with large private-sector, labour and voluntary groups. The federal government will assist the provinces to provide provincial and municipal services in the language of the minority, and will allocate $25 million for this purpose as part of its language policy renewal.

Given this unequivocal commitment by the federal government, I believe it would be far preferable to take advantage of upcoming constitutional talks to attempt to augment the progress already made in the Accord.

Another proposed amendment to the Accord could well jeopardize the progress made on behalf of linguistic minorities. Some are asking that, in effect, the courts not be allowed to interpret the Charter of Rights and Freedoms in the light of the recognition of linguistic duality and, in this context, of Quebec's distinct identity.

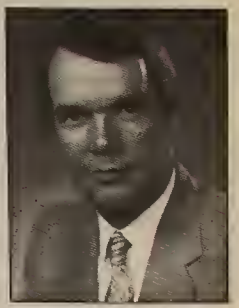
If we were to agree, we would risk rendering section 1 of the constitutional amendment virtually meaningless. The courts would be prevented from using the new light shed by the recognition of the linguistic duality fundamental characteristic to interpret, among other things, the important language rights entrenched in the Charter, including article 23, which grants the right to instruction in the language of the minority.

Those who ask us not to interpret the Charter in the light of section 1 seem to forget that it is already interpreted in accordance with the rights and freedoms of Canada's aboriginal peoples (section 25 of the Charter) and "in a manner consistent with the preservation and enhancement of the multicultural heritage of Canadians" (section 27). The Meech Lake Constitutional Accord would only add another interpretation clause which the courts could use. I find it difficult to imagine, therefore, that Canadians would object to this approach to such a fundamental reality as our linguistic duality.

Finally, some have expressed concern about the fate of Quebec's English-speaking minority. Here again, the heat of the debate seems to have prevented some groups from calmly examining the fruit of more than several months negotiations by First Ministers, Ministers and senior officials, and of 20 years of debate. To clear up the facts, we must look at the context surrounding Quebec's distinctiveness. It has been argued that Newfoundland, Prince Edward Island and British Columbia also have unique characteristics. I agree entirely. That is the main reason why we live in a federation rather than a unitary state.

As for Quebec, the first paragraph of section 1, cited above, clearly establishes that its distinct identity is part of the duality which is recognized as a fundamental characteristic of Canada. We cannot deny, in the context of this duality, the distinctiveness of Quebec. In Quebec, the majority of Canadians are French-speaking and the minority are English-speaking. Elsewhere in Canada, the opposite is true.

Therefore, in affirming that Quebec is a distinct society, section



Lowell Murray

1 also affirms that English-speaking Quebecers are an essential part of that society.

Furthermore, the National Assembly was also given, along with Parliament and the other legislatures, the role to preserve Canada's duality. The effect of the Accord on English-speaking Quebecers must therefore be considered in the light of these two affirmations: the preservation and promotion of the distinctiveness of Quebec (of which the Anglophone presence is a part) and the preservation of Canadian duality.

I believe any observer cannot in good faith view the achievements of the Constitutional Accord as a step back for linguistic duality. Rather, in this Accord an impor-

See MURRAY/8

L'accord constitutionnel et les minorités linguistiques

par le sénateur Lowell Murray

Dans le second d'une série de trois articles, Lowell Murray, Leader du gouvernement au Sénat et ministre d'État aux relations fédérales-provinciales, discute de ce que l'Accord constitutionnel de 1987 représente pour les minorités linguistiques.

Le mois dernier, je me suis attardé à démontrer que l'article 1 de l'Accord constitutionnel de 1987, en particulier la reconnaissance du caractère distinct de la société québécoise, ne porterait pas atteinte aux droits à l'égalité des sexes. Je ne voulais toutefois pas contribuer à faire croire, comme le font certains commentateurs et analystes politiques que l'article premier de la *Modification constitutionnelle de 1987* vise uniquement à affirmer le caractère distinct du Québec. Il s'agirait-là d'une sérieuse entorse à la réalité, qui priverait cet article important d'une grande partie de sa signification.

En effet, l'article 1 stipule entre autres que:

"Toute interprétation de la Constitution du Canada doit concorder avec:
a) la reconnaissance de ce que l'existence de Canadiens d'expression française, concentrés au Québec mais présents aussi dans le reste du pays, et de Canadiens d'expression anglaise, concentrés dans le reste du pays mais aussi présents au Québec, constitue une caractéristique fondamentale du Canada;
b) la reconnaissance de ce que le Québec forme au sein du Canada une société distincte."

La première fonction de l'article 1 est donc de reconnaître explicitement dans la Constitution la dualité linguistique canadienne, c'est-à-dire l'existence de Canadiens francophones et de Canadiens anglophones vivant ensemble à la grandeur du pays. Ce faisant, il établit le contexte pan-canadien dans lequel s'inscrit la reconnaissance du caractère distinct du Québec.

Ainsi, après avoir reconnu, dans la *Loi constitutionnelle de 1982*, les droits des peuples autochtones (art. 25) et la valeur de notre patrimoine multiculturel (art. 27) et après avoir affirmé la diversité de nos régions (art. 36), la Constitution affirmera clairement deux autres éléments de notre vie nationale.

Près de 20 ans après l'entrée en vigueur de la *Loi sur les langues officielles* et 5 ans après l'enchâssement d'importants droits linguistiques dans la Charte canadienne des droits et des libertés, nous reconnaissons finalement dans la Constitution ce qui motive et justifie nos efforts pour assurer la pleine reconnaissance et l'usage du français et de l'anglais dans la société canadienne.

L'importance symbolique de cette affirmation est indéniable. Elle témoigne en effet d'une ouverture d'esprit qui, par le passé, n'a pas toujours été présente et sans laquelle aucun progrès ne peut être réalisé.

Mais outre cette importance symbolique, l'Accord représente un gain sur le plan juridique pour les minorités linguistiques. Désormais, la Constitution, et donc la Charte canadienne des droits et libertés, y compris les droits linguistiques, sera interprétée à la lumière de la reconnaissance de cette caractéristique fondamentale qu'est la dualité linguistique.

Le commissaire aux langues officielles, M. D'Iberville Fortier y voit gain pour les minorités. Cette opinion est aussi partagée par le constitutionnaliste Robert Décary qui en a témoigné devant les membres du comité mixte spécial qui a étudié l'entente l'été dernier.

De plus, l'Accord affirme le rôle du Parlement et de toutes les assemblées législatives de protéger cette réalité fondamentale.

En effet, le même article 1 stipule également que:

"Le Parlement du Canada et les législatures des provinces ont le rôle de protéger la caractéristique fondamentale du Canada visée à l'alinéa (1)a)"

Certains auraient cependant préféré que l'entente signée le 3 juin aille plus loin. Ils s'inquiètent que la Constitution ne reconnaisse pas au Parlement et aux assemblées législatives un rôle de "promotion"

Voir LINGUISTIQUES/8

MURRAY 7

Murray avoids real question about women's rights

by Beverley Baines
Faculty of Law
Queen's University

In last month's *CAUT Bulletin* Senator Lowell Murray sought, or was given, the opportunity to explain the relationship between the Meech Lake Accord and sex equality rights. That much, at least, was apparent from his title, "could the Meech Lake Accord override sexual equality rights?"

Moreover, to accomplish his task the Senator had only to answer one question: why did the First Ministers protect aboriginal and multicultural, but not women's, rights from the reach of the linguistic duality and distinct society clauses?

This question was not new. It was raised repeatedly before the federal Meech Lake Committee in August 1987 by the National Association of Women and the Law, the Women's Legal Education and Action Fund, the Canadian Advisory Council on the Status of Women, the National Action Committee on the Status of Women and the Ad Hoc Committee of Women on the Constitution; and, now, it is being raised again at the hearings of the Meech Lake Committee in Ontario. Notwithstanding its obvious relevance, Senator Murray chose not to answer this question in his first article. Indeed, he adopted four offensive strategies to avoid even raising it.

His first strategy was a voice-over, as it were, in which he completely re-framed the question by focusing on the distinct society clause. However, that clause is not the focal point of women's concern. To the contrary, in their presentations to the federal Meech Lake Committee, all of the national women's organizations explicitly welcomed Quebec's participation in the constitution as a distinct society.

His second strategy was a pure finesse wherein he predicted that the Accord would "unravel" if it were re-opened to make any change. But his prediction is counter-factual since our only precedent, the November 1981 Accord, did not unravel when it was re-opened. Personally, I think that the Senator seriously (or wilfully?) underestimates the strength of support for Quebec's participation in the Constitution.

His third strategy was to offer a "trust-us" catalogue of his supporters, including therein a "battery' of academics and practitioners whose "overwhelming weight" of testimony had led him, and the federal Meech Lake Committee, to conclude that the Accord did not jeopardize women's rights.

But my research suggests that he has exaggerated and misdescribed the nature and impact of this support (see *Queen's Quarterly*, Winter, 1987). For example, in its chapter on women's rights, the Committee named only seven witnesses, all male, as supporting his position; while, by contrast, the Committee's transcripts showed that more than half of the twenty women who spoke on behalf of the national women's organizations were law professors and/or lawyers.

Indeed, when I compared the Committee's *Report* with its transcripts, I had to conclude that the Committee had not heard — and that is the politest way of phrasing it — the testimony of most of the women who had appeared before it.

Senator Murray's fourth and final strategy was a divide-and-conquer routine in which he implied that the Fédération des Femmes du Québec was the only legitimate women's voice in this context. I would be happy to concede this point, were the Senator able to guarantee that no other government would ever claim to be a distinct society by inference and were there no linguistic duality clause in the Accord. But he cannot and there is.

In sum, all of these strategies serve only one function: they enable Senator Murray to avoid the real question about the relationship between women's rights and the Meech Lake Accord.

Perhaps he needs some encouragement to tackle it. Accordingly, I invite him to enter into a dialogue with me, in print in the next issue of the *CAUT Bulletin*, on the question of why aboriginal and multicultural, but not women's, rights are protected from the reach of the linguistic duality and distinct society clauses.

LINGUISTIQUES 7

Collective Bargaining Co-op under way

by Robert Léger
CAUT staff

The Collective Bargaining Cooperative was created at the September 1987 meeting of the CAUT Council. In January 1988, the Co-op's Board of Directors held its first official meeting. It approved the budget for 1988/89 and the document "Collective Bargaining Cooperative Services", and authorized the Chair of the CAUT Defense Fund to sit on the Board as a full member.

The Board also approved the Collective Bargaining Conference which will be held in Far Hills, Quebec June 12-16. The conference program, which is published in this issue of the *Bulletin*, is the responsibility of the Co-op. Treasurer Paul Dussault of the University of Ottawa is in charge of the event. The conference will continue to be financed by CAUT until June 30, 1988.

At the time of its inception, the big question regarding the Co-op was "is it going to fly?" The mood of the January meeting on the other hand, was "let's get down to business and make it work!" This upbeat mood gives cause to predict that the Co-op will indeed become a viable operation. It now has close to 50 members who will likely choose to continue their affiliation.

During the next two or three years, the Co-op intends to define the collective bargaining needs of its members. The recent Board meeting gave clear directions in this regard.

It should be noted that from July 1988 the combined fees paid to CAUT and the Co-op will be less than the fees paid to CAUT alone last year. Members of the Co-op will decide in future if the present fee level is sufficient to ensure that all necessary collective bargaining services can be provided to members.

The fees for associations and unions joining after July 1, 1988 will be greater than for those who join prior to that date.

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tant, historic step has been taken for the development of linguistic minorities. However, everything is not settled. Constitutional reform has not come to an end with the Meech Lake Accord, whether for French-speaking or English-speaking minorities, oboriginal peoples or other Canadians. For instance, some groups are asking for the repeal of section 33 of the Charter, which permits legislators to enact laws that override certain guarantees in the Charter. As the Joint Committee noted, the list of reform proposals is long.

However, as a result of Quebec's return to the Canadian constitutional family through the Meech Lake Accord, discussions on constitutional matters that have been unresolved since 1982 can be resumed. The annual conferences provided for under the Accord ensure that other steps, such as that of June 3, will be made towards a Constitution that reflects even more fully what we are and what we wish to be.

de la dualité et se limite à la seule "protection". Ils craignent que rien ne soit fait désormais pour améliorer le statu quo alors que le sort des minorités linguistiques est encore précaire dans plusieurs provinces.

On ne peut nier qu'il y ait encore des progrès à faire. Mais je ne partage pas l'avis des critiques qui prétendent que l'affirmation constitutionnelle d'un rôle de "protection" signifie que rien d'autre ne sera fait. Car il est clair qu'il s'agit là d'un minimum commun qui n'empêche aucun gouvernement de faire plus, beaucoup plus. C'est sans doute cet esprit qui a présidé à l'adoption de la loi 8 en Ontario, qui confère au public le droit de l'emploi du français pour communiquer avec les organismes gouvernementaux ou pour recevoir les services. Vu sous cet angle, l'Accord représente un gain net pour les minorités linguistiques.

Le Premier ministre aurait préféré, comme beaucoup d'autres Canadiens, que le consensus permette de reconnaître un rôle de promotion de la dualité. Il en a été question au cours des discussions entre gouvernements pendant l'année qui a précédé la signature de l'Accord. Le Premier ministre a lui-même soulevé la question à deux reprises, le 30 avril au lac Meech, puis dans la nuit du 2 au 3 juin, à Ottawa. Les discussions ne lui ont malheureusement pas permis de faire évoluer le consensus plus loin qu'il ne l'a fait.

Certains ont alors demandé la réouverture de l'Accord. Mais toute réouverture équivaudrait à une remise en question du consensus du 3 juin, et conduirait tout droit à son éclatement. C'est là l'avis du comité mixte spécial de l'entente constitutionnelle et de nombreux experts du droit et des relations fédérales-provinciales qu'il a entendus, dont M. Gordon Robertson qui, à titre de Secrétaire du Cabinet, a joué un rôle de premier plan dans les négociations constitutionnelles entre 1963 et 1979. Risquer un tel échec pour affirmer le rôle du Parlement de faire ce qu'il fait déjà me semble nettement payer trop cher.

Le Parlement oeuvre déjà à la promotion de la dualité, et une affirmation constitutionnelle n'apporterait rien dans les faits que le projet de loi sur les langues officielles, par exemple, ne garantisse déjà. Ce projet affirme en effet, en son article 40:

> "Le gouvernement fédéral s'engage à favoriser l'épanouissement des minorités francophones et anglophones du Canada et à appuyer leur développement, ainsi qu'à promouvoir la pleine reconnaissance et l'usage du français et de l'anglais dans la société canadienne."

Le gouvernement prendra des mesures concrètes pour réaliser cet engagement, autant en oeuvrant dans ses domaines de compétence qu'en collaborant avec les provinces et les grandes associations du secteur privé, du monde syndical et des milieux bénévoles. En ce qui concerne les provinces, le gouvernement fédéral les aidera, entres autres, à offrir des services provinciaux et municipaux dans la langue de la minorité. Le gouvernement fédéral affectera d'ailleurs 25 millions de dollars à ce chapitre dans le cadre du renouveau de sa politique linguistique.

Face à cet engagement sans équivoque du gouvernement fédéral, il serait grandement préférable de profiter des prochaines discussions constitutionnelles pour tenter de bonifier les gains déjà réalisés dans l'Accord.

Une autre proposition de modification de l'Accord risque de mettre en péril les gains réalisés pour les minorités linguistiques. Certains demandent, en effet, de ne pas permettre aux tribunaux d'interpréter la Charte des droits à la lumière de la reconnaissance de la dualité linguistique et, dans ce contexte, du caractère distinct de la société québécoise.

Agir de la sorte risquerait de dépouiller de son sens tout l'article 1 de la modification constitutionnelle. On empêcherait les tribunaux d'utiliser le nouvel éclairage que procure la reconnaissance du caractère fondamental de la dualité pour interpréter, entre autres, les importants droits linguistiques de la Charte, dont l'article 23 conférant le droit à l'instruction dans la langue de la minorité.

Ceux qui nous demandent de ne pas interpréter la Charte à la lumière de l'article 1 semblent oublier qu'elle est déjà interprétée en accord avec les droits et libertés des peuples autochtones (art. 25 de la Charte) et "avec l'objectif de promouvoir le maintien et la valorisation du patrimoine multiculturel des Canadiens" (art. 27). L'Accord du lac Meech ne ferait qu'ajouter une autre clause d'interprétation dont pourraient s'inspirer les tribunaux. Je comprendrais alors mal que les Canadiens refusent ce traitement à une réalité aussi fondamentale que notre dualité linguistique.

Certains s'inquiètent enfin du sort réservé à la minorité anglophone au Québec. Ici encore, le feu du débat en aura empêché plusieurs d'examiner sereinement le fruit de plusieurs mois de négociations des premiers ministres, ministres et hauts fonctionnaires et des débats des 20 dernières années. Pour rétablir les faits, il faut tenir compte du contexte dans lequel s'inscrit le caractère distinct du Québec. Plusieurs ont affirmé que Terre-Neuve, l'Île-du-Prince-Édouard ou la Colombie Britannique avaient aussi des caractéristiques propres. Je suis entièrement d'accord. Voilà notre principale raison de vivre en fédération plutôt qu'en État unitaire.

En ce qui a trait au Québec, le premier alinéa de l'article 1, que j'ai cité plus haut, établit clairement que son caractère distinct s'inscrit dans le contexte de la dualité canadienne, reconnue comme caractéristique fondamentale du Canada. Et on ne peut nier, dans ce contexte, la spécificité du Québec. Au Québec, la majorité est d'expression française et la minorité est d'expression anglaise. Partout ailleurs au Canada, c'est le contraire.

Oonc, lorsque l'article 1 affirme le caractère distinct du Québec, il affirme du même coup que les Québécois d'expression anglaise en sont un élément essentiel.

En outre, l'Assemblée nationale s'est aussi vue confier, avec le Parlement et les autres assemblées législatives, le rôle de protéger la dualité canadienne. L'effet de l'entente sur les Québécois d'expression anglaise doit donc être examiné à la lumière de ces deux affirmations; la protection et la promotion de la spécificité du Québec (dont fait partie la présence anglophone) et la protection de la dualité canadienne.

Je crois que l'observateur de bonne foi ne peut considérer comme un recul les réalisations de l'Accord constitutionnel au chapitre de la dualité linguistique. Un pas important, historique, a été fait pour l'épanouissement des minorités linguistiques dans cette entente. Mais tout n'est pas réglé pour autant. Tant pour les minorités francophone et anglophone que pour les peuples autochtones ou les autres Canadiens, la réforme constitutionnelle ne s'arrête pas sur les rives du lac Meech. Certains demandent, par exemple, l'abrogation de l'article 33 de la Charte, qui permet aux législatures de passer outre à certaines garanties conférées par la Charte. Et, comme l'a noté le Comité mixte, la liste des propositions de réforme est longue.

Mais, grâce au retour du Québec dans le giron constitutionnel assuré par l'Accord du lac Meech, la discussion pourra reprendre sur des dossiers constitutionnels laissés en suspens depuis 1982. Les conférences annuelles que prévoit cet Accord nous assurent que d'autres pas, comme celui du 3 juin, seront fait vers une Constitution qui reflète encore mieux ce que nous sommes, et ce que nous voulons être.

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The School provides programs, at the BSc, MSc and PhD level, to fill the need for engineers capable of working at the interface between the works of humans and the biological world, including the associated environment. The accredited BSc(Eng) programs are in Agricultural, Biological or Water Resources Engineering. The Biological Engineering stream includes work in Food Engineering and in Environmental Engineering.

Faculty of the School are very active in teaching and research developments. The University of Guelph makes special efforts to provide career paths within teaching, research, and service for its Faculty. The School is served by relatively modern buildings and equipment as well as off-campus research facilities, particularly supporting engineering for agriculture, food and renewable natural resources.

The University of Guelph has a commitment to employment equity. In accordance with Canada Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Applications (including a resume and the names of three referees) should be submitted by April 15th, 1988 to Dr. John R. Ogilvie, Director, School of Engineering, University of Guelph, Guelph, Ontario, N1G 2W1. Subject to final budgetary approval.

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The appointment(s) will be for one to three years (renewable) term depending upon individual education and experience commencing September 1, 1988 or earlier.

Specific starting salary is dependent upon qualifications and experience.

Both men and women are encouraged to apply. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications, including curriculum vitae and the names of three referees should be sent to:

Dr. Ronald Lewis, Dean
Saskatoon Campus
Saskatchewan Indian Federated College
310-20th Street East, Third Floor
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S7K 0A7

Applications will be received until March 31, 1988.

The University of Windsor invites applications for the position of

University of Windsor

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The Department of Geology consists of 10 full-time faculty actively conducting research in a broad spectrum of specialties. Master's programs are offered leading to the M.Sc. and M.A.Sc. degrees. Undergraduate programs include Honours in Geology and in Geological Engineering.

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The Department of Geology is located in the Faculty of Science which includes 4 other departments, all of which offer Doctoral programs (Biological Sciences, Chemistry and Biochemistry, Mathematics and Statistics, and Physics), as well as 2 schools (Computer Science and Nursing).

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Windsor offers equal opportunity for employment to qualified female and male applicants.

Applications, with a *curriculum vitae* and the names and addresses of 3 referees, as well as any requests for further information, should be sent to:

Dr. Paul Holm
Chairman, Search Committee
Department of Geology
University of Windsor
Windsor, Ontario N9B 3P4

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Applicants should have an MA in Dance or equivalent qualifications and have teaching experience in a university dance program.

Modern Dance

The preferred candidate will be an experienced and creative teacher of both studio and theory courses in modern dance in areas such as choreography, composition, repertory, production and Limon and Graham techniques. The position may include assisting the director of the newly formed performance ensemble, and assignments as a director of student concerts. Additional responsibilities include service on Departmental and University committees, choreographing for dance concerts, advising students, and generally contributing to the creative, artistic and scholarly goals of the Department.

Applicants should hold a relevant degree in dance or equivalent professional qualifications with documented evidence of professional teaching and/or teaching expertise in a university dance program.

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The preferred candidate will be an experienced and creative teacher of music for dancers, competent in teaching both studio and theory components of such a discipline. The candidate will also be experienced in teaching interdisciplinary courses in music for students coming from all disciplines in fine arts. Acting as a music resource person, the candidate may be asked to serve as advisor to student choreographic projects, compose for student and faculty choreographies and/or advise on musical selections. Additional responsibilities include service on Departmental and University committees, assessment of curriculum development, advising students, and generally contributing to the creative, artistic and scholarly goals of the Department.

Applicants should hold a relevant degree in music or equivalent qualifications and have teaching experience on a university dance program.

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The preferred candidate will be a mature artist with sustained performing, choreographic and teaching experience in modern dance. The position includes regular choreographic assignments for the performance ensemble and for dance concerts. The candidate will teach upper level dance majors technique, repertory and/or composition and generally contribute to the creative, artistic and scholarly goals of the Department. Additional responsibilities include service on committees, administrative assignments, student advising and curriculum assessment.

Applicants should hold a relevant degree in dance or equivalent professional qualifications. Teaching experience in a university dance program is an asset.

Salaries commensurate with experience and qualifications. 11 positions are subject to budgetary approval by the University.

Applications deadline is March 31, 1988. Send applications with curriculum vitae and three letters of reference to:

Search Committee, Department of Dance,
Faculty of Fine Arts, York University,
North York, Ontario M3J 1P3.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity. Qualified women and men are invited to apply.

UBC

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The University of British Columbia offers equal opportunity for employment to qualified female and male applicants. In accordance with the Canadian immigration requirements, these positions will be directed to Canadian citizens and permanent residents of Canada.

APPLICATION CLOSING DATE IS MAY 31, 1988

HUMAN FACTORS IN TELEOPERATION — Desired background: Ph.D. in Electrical Engineering with specialization in ergonomics, human operator testing and modelling, robotics and real-time computer applications and control engineering for machine controls in the forest industry. The successful applicant would be expected to develop a research program in these areas. Position at the assistant professor level (or possibly associate level depending on qualifications). Applications to Dr. R.W. Donaldson, Department of Electrical Engineering, UBC, Vancouver, B.C., V6T 1W5.

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HARVESTING SYSTEMS SPECIALIST — Ph.D. in an appropriate field and at least one degree in forest harvesting or forest engineering. Duties involve teaching and research centered on analysis and development of new forest harvesting systems and technology with reference to environmental, silvicultural, economic and mechanical aspects of forest engineering and harvest planning.

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HARVESTING TRANSPORTATION — Ph.D. in Civil Engineering, or Forest Engineering with specialization in planning, design and construction of roads and bridges. Duties include teaching and research and development of a research and graduate program in forest transportation systems.

FOREST PRODUCTS MARKETING SPECIALIST — Ph.D. in marketing and experience or education in wood products marketing and trade. Duties include teaching of undergraduate and graduate level courses and research in marketing and international trade in forest products.

WOOD PRODUCTS PROCESSING — Ph.D. in an engineering science or wood science, with specialization and research experience in application of advanced manufacturing technologies such as computer-aided manufacturing, computer vision systems, scanning technologies or process control systems in processing operations. Experience in wood products processing operations research would be an asset, but is not essential. Duties require teaching at the undergraduate and graduate level and development of a research program in wood products processing as applied to solid wood products manufacturing and/or harvesting operations.

UNIVERSITÉ D'OTTAWA
UNIVERSITY OF OTTAWA
FACULTÉ DES SCIENCES SOCIALES
FACULTY OF SOCIAL SCIENCES

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Le Département des sciences du loisir recherche les services à temps plein de deux professeurs. Il s'agit de postes réguliers au niveau de professeur adjoint à combler pour le 1er juillet 1988. Une préférence sera accordée aux candidats ayant une compétence dans un ou plusieurs des domaines suivants du loisir: méthodes de recherche, psychologie, sociologie, administration et intervention communautaire. La priorité sera accordée aux candidatures féminines. Qualifications: Doctorat terminé; bonne maîtrise du français et de l'anglais; bon potentiel en recherche. Conformément aux stipulations de la loi canadienne sur l'immigration, ces postes sont offerts aux citoyen(ne)s et aux résident(e)s permenent(e)s du Canada. Prière de faire parvenir la demande d'emploi, le curriculum vitae ainsi que le nom de trois personnes à des fins de références avant le 1er avril 1988 à l'attention de: **Monsieur Jean Claude Pageot, directeur, Département des sciences du loisir, Université d'Ottawa, OTTAWA, Ontario K1N 6N5.**

UM

Applications are invited for one or more full-time sessional appointments, September 1, 1988 — May 31, 1989, in the fields of Canadian Politics, International Relations and Political Theory in the Department of Political Studies. Rank will be at Lecturer level without Ph.D.; Assistant Professor with Ph. D. Preference will be given to those possessing a Ph.D. or equivalent with a good teaching record. In accordance with Canada Employment and Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Both women and men are encouraged to apply. Salary in the range of $20,000 — $21,000 per session. Applications, including a curriculum vitae and the names of three referees, should be sent by March 31, 1988 to **Professor K.M. Reshaur, Head, Department of Political Studies, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.**

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Mrs. Darlene Crowe, Supervisor, Administration
Biotechnology Laboratory
The University of British Columbia
#238-6174 University Boulevard
Vancouver, B.C., CANADA
V6T 1W5

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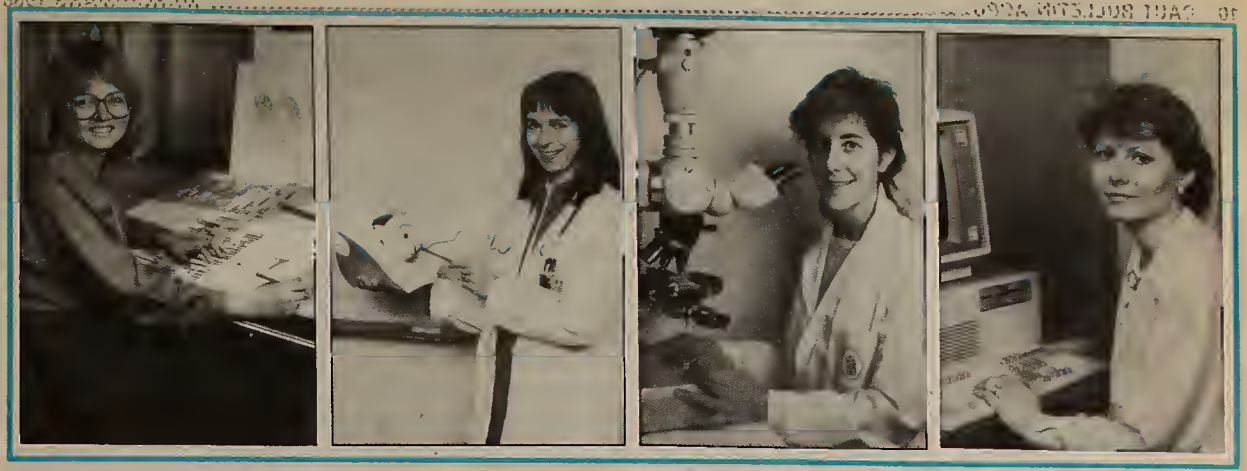

Photos — Jane Balharrie

Feminist scholarship in Canadian universities
Les études de la femme dans les universités

Rosemary Brown, titulaire de la chaire Ruth Wyn Woodward au programme des études de la femme à l'Université Simon Fraser, a déclaré dans son allocution au Colloque national sur l'enseignement postsecondaire que les universités avaient besoin de s'attaquer à deux fronts importants et connexes si elles voulaient relever le défi que pose l'afflux massif des étudiantes et du féminisme, "la plus grande révolution de notre époque".

Le premier front, celui pour lequel le Comité du statut de la femme de l'ACPU ainsi que de nombreuses associations et de syndicats de professeurs ont été les plus actifs, consiste à satisfaire des besoins précis et pratiques comme l'aide financière, les horaires souples et les services de garde. En outre, Mme Brown a réitéré la revendication selon laquelle les établissements d'enseignement postsecondaire nomment des femmes, ainsi que des autochtones et des membres des minorités visibles à des postes de professeurs et d'administrateurs en nombre suffisant pour corriger les inégalités actuelles.

Dans la même foulée, des changements doivent s'effectuer sur un deuxième front. A l'instar de ceux qui luttent pour améliorer la situation des femmes à l'université, Mme Brown soutient qu'il faut étendre à toutes les disciplines la théorie et les travaux féministes et insiste pour que l'on continue d'encourager l'essor des programmes sur les études de la femme.

Le Comité du statut de la femme travaille aussi activement sur ce deuxième front. Comme l'a souligné Heather Murray dans un article du présent supplément, il ne suffit pas de penser à la discrimination systématique en se limitant à la disponibilité des services de garde ainsi qu'aux pratiques d'embauche et de promotion. Elle soutient que nous devons examiner comment les disciplines, par l'entremise de notions acceptées de ce que sont la connaissance, les méthodologies appropriées de recherche et "l'excellence", par le biais des "sciences normales" et des paradigmes dominants, excluent les femmes et exercent de la discrimination contre elles.

Dans un article où elle examine les causes portées par des femmes à l'attention du Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPU, Joan Geramita fournit des preuves concrètes que les revendications de neutralité et d'objectivité des décisions prises dans nombre de causes sur la permanence et les promotions sont suspectes. De fait, elle laisse entendre que la garantie de la liberté universitaire est trop souvent oubliée quand il s'agit des travaux des femmes, en particulier des féministes.

Malgré ces difficultés, les travaux féministes sont les stimuli intellectuels les plus excitants à l'université de nos jours. Peut-être parce qu'ils contestent le fondement des idées traditionnelles et des pratiques dans toutes les disciplines et, de fait, l'existence même des disciplines comme nous les connaissons, les travaux féministes soulèvent des questions qui nous touchent tous.

Les professeurs d'université ne peuvent plus prétendre qu'il sont à jour dans leur discipline et en même temps mal connaître la critique féministe car on peut dire sans se tromper que l'analyse féministe s'est étendue à tous les secteurs de la connaissance humaine. Chaque collaborateur (trice) à ce supplément sur l'influence des études de la femme sur leur discipline a clairement soutenu ce point à l'instar des travaux d'universitaires canadiennes reconnues à l'échelle internationale, notamment Margaret Benston, dans la conception de systèmes informatiques, Joy Parr dans le domaine de l'histoire du travail et des femmes, Dorothy Smith dans la théorie sociologique et les méthodes de recherche, Ursula Franklin dans la science des matériaux. Et la liste pourrait s'allonger.

Ce supplément n'a pu s'attarder qu'aux nombreuses difficultés auxquelles font face les femmes à l'université et aux nombreuses contributions que les travaux féministes apportent aux universitaires. Nous sommes conscients que nous n'avons pas abordé plusieurs questions importantes. Nous reconnaissons, en particulier, que les changements s'effectuant dans les politiques et les pratiques du financement de la recherche (en ce qui concerne les programmes de subventions de contrepartie), le resserrement des liens entre l'entreprise et l'université et la création de compagnies et autres activités dérivées qui illustrent l'acceptation croissante du modèle de privatisation pour les universités, marquent une tendance importante que nous devons analyser, entre autres, à cause de son influence sur les femmes en tant que professeures, sur le personnel de soutien et sur les étudiantes. Le Comité du statut de la femme encourage les professeurs ainsi que les associations ou les syndicats de professeurs du pays à envoyer des lettres et des articles au *Bulletin* de l'ACPU sur les questions soulevées dans ce supplément.

Rebecca Coulter
Membre du CSF
Coordonnatrice,
Supplément du CSF

In her keynote address to the National Forum on Post-Secondary Education, Rosemary Brown, who holds the Ruth Wyn Woodward Chair in Women's Studies at Simon Fraser University, argued that two major, and related, fronts of activity are needed if universities are to meet the challenges posed by the massive influx of women students and by feminism, "the most important revolution of our times".

The first arena for action, one in which the CAUT Status of Women Committee and many faculty associations and unions have been most active, involves working to meet specific and practical needs such as financial aid, flexible scheduling and child care. As well, Brown reiterated the demand that post-secondary institutions appoint women, along with native people and visible minorities, to faculty and administrative positions in numbers sufficient to correct current inequities.

At the same time, Brown said, changes must occur in a second arena. Support must be extended to the development of feminist scholarship and theory in all disciplines and the continued growth of Women's Studies programs must be encouraged.

This agenda is also being actively pursued by the CAUT Status of Women Committee. As Heather Murray points out in her article in this special feature, it is not enough to think of systemic discrimination only in terms of matters such as the availability of child care and hiring and promotion practices. She argues that we need to look at the fundamental ways in which disciplines — through accepted notions of what constitutes knowledge, appropriate research methodologies and "excellence" and through their "normal science" and dominant paradigms — exclude women and discriminate against them.

In her article, which examines and reflects on the cases brought by women to the CAUT Academic Freedom and Tenure Committee, Joan Geramita provides further evidence that the claims to neutrality and objectivity of many tenure and promotion decisions are suspect. In fact, her article suggests, the guarantee of academic freedom is all too often forgotten when it comes to women's work, especially feminist work.

Yet, despite these difficulties, feminist scholarship is the most exciting intellectual stimulant in universities today. Perhaps because it fundamentally challenges traditional ideas and practices in all disciplines and, in fact, often challenges the very existence of the disciplines as we know them, feminist scholarship raises questions which touch all of us.

University professors can no longer claim to be up-to-date in their fields and yet be unfamiliar with the feminist critique, for it is safe to say that feminist analysis has been extended to all areas of human knowledge. This point is clearly made by each of the contributors to the feature article on the impact of feminist scholarship on particular disciplines.

This special feature has only been able to touch on the many difficulties facing women in the universities and on the many contributions feminist scholarship makes to the academic endeavour. We are aware that several important issues have not been dealt with. In particular, we acknowledge that changes in the policies and practices of research funding (especially with respect to matching grants programs), the strengthening of university-business linkages and the development of spin-off companies, and other activities which illustrate the growing acceptance of the privatization model for universities mark a significant trend. This trend must be analyzed for, among other things, its impact on women as faculty members, support staff and students. The Status of Women Committee invites your comments and encourages individual faculty members and associations/unions across the country to contribute letters and articles to the *CAUT Bulletin* on matters raised in this supplement.

Rebecca Coulter
SWC member
Co-ordinator, SWC
special feature

WOMEN'S STUDIES IN CANADA: A DISCUSSION

A Guide to Women's Studies Programmes and Resources at the University Level

A Special Publication of
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by
Somer Brodribb
with the assistance of
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Feminist scholarship in Canadian universities

Les études de la femme dans les universités

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CAUT Status of Women Committee
1987/88 — 1989/90

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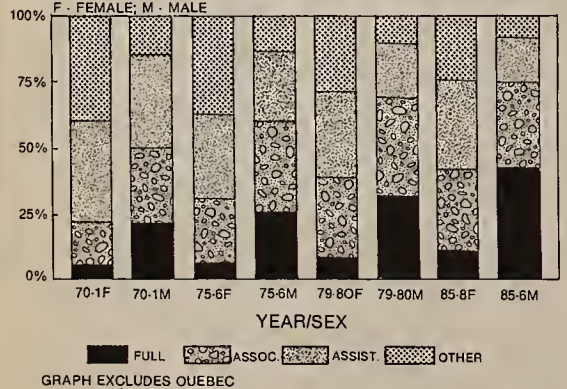

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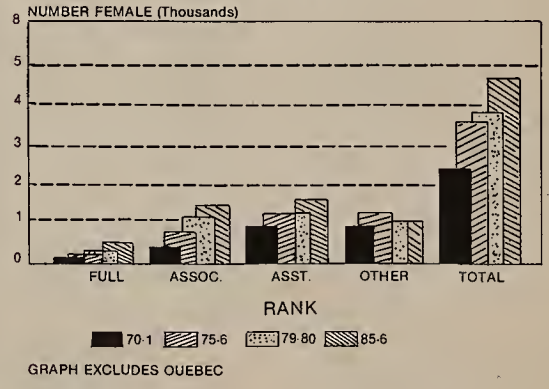

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Women in the disciplines

by Heather Murray
Dept. of English
Trinity College
University of Toronto

How can we account for the uneven results of efforts to improve the position of women in higher education? I contend that analyses which operate on a national or institutional level are necessary but insufficient, and that discipline and departmental-level examinations of women's placement are also needed. I further suggest that attention to scholarly paradigms, and the discipline-specific manifestations of these, will also help us understand failures and successes, formulate policy, and locate opportunities for change.

The status of the status of women

What is the condition of women at Canadian universities as 1988 begins? There have been variable and generally disappointing degrees of change in Canadian post-secondary institutions. Many measures are developed piecemeal — formalized equity programmes, for example, are almost non-existent — and policies which do evolve meet uneven implementation. Women faculty, staff, and students work in institutions where language, learning, and the allocation of labour are still gender-specific.

Yet, as noted in the report of the University of Toronto's Ad Hoc Committee on the Status of Women, these issues continue to be conceived in terms of "discrimination" against individuals with the assumption that the university itself is essentially gender-neutral, that women and men stand in the same relationship to its opportunities, and that inequalities are the result of unfortunate and rectifiable bias. But statistics and anecdotes pointing to improvement in the position of women must be read against the evidence of a relatively resistant background.

Small-scale changes such as the occasional hiring of a woman can function as exceptions which justify the rule; paper policies allow institutional complacency; there is a longing for business as usual, or a sense that the "woman question" is sufficiently answered.

There is, by all accounts, an anti-feminist backlash in the American academy. In Canada, the situation might better be characterized as backsliding. Small-scale changes such as the occasional hiring of a woman can function as exceptions which justify the rule; paper policies allow institutional complacency; there is a longing for business as usual, or a sense that the "woman question" is sufficiently answered. For women in the academy, this translates into a contestation for already-gained ground — and a continuing struggle without well-articulated and substantiated institutional support.

Women's work

How, then, to account for the persistence of systemic discrimination in the face of hard work by some, fine resolutions by others, good will on the part of many? Two possible explanations come to mind. First, universities and colleges appear unable to develop policies where broad redefinitions of "work" are required, as would be the case for policies that would affect all women workers at the university (a workplace-equity programme) or that would span work across various disciplines (a faculty hiring policy). Examination of the general notion of academic work, and of the "normal science" of different disciplines, would be useful here.

Second, a seemingly "vertical" gap between policy and implementation might better be read "horizontally," as variance at the departmental level. (Variance, it should be added, which at times works in women's favour, when a department's own policies better the institutional norm.) Collection and analysis of information about the position of women, by discipline and department, is needed if we are to account for complexities of response and find specific remedies.

Subject and subjectivity

Here, I wish to concentrate on the position of women academics, and on the idea of a discipline-specific "normal science," or of larger-scale academic paradigms which are reinforced in discipline-specific ways. While systemic discrimination is held in place by many material factors (and while there is, of course, discrimination in the university more overt than that experienced by women academics) there is something to be learned of a general applicability from an examination of traditional notions of scholarship and academic decorum.

Less attention has been paid in the past to these more abstract aspects of academic work. Most studies conducted in the 1970s set out to prove to administrations and governments that university women were discriminated against on an institutional level and that this could be objectively verified. But the situation of women academics in the '80s tells us that "subjective" discriminations exist as more than the stuff of a rich anecdotal lore. They support injustice, make change difficult, and permit only weak correctives.

Slow change

A foundational, but still-timely, Canadian study provides a useful approach. In "An analysis of ideological structures and how women are excluded: considerations for academic women," Dorothy Smith shows how, historically and in the present, "women have been excluded from the work of producing the forms of thought and the images and symbols in which thought is expressed and ordered." (Here, "ideology" indicates not a set of political beliefs, but the ordering and sanctioning of social relations.)

Women (where admitted at all) have been confined to the lower ranks, denied important administrative positions, and allocated only restricted participation in professional faculties. Underpinning this placement is the notion that women are suited to be teachers and transmitters of knowledge, but not its originators or regulators. Thus women are excluded from "gatekeeping" social and institutional functions; in scholarly matters, women and their work are seen as lying always outside fields and disciplines whose definitions are circular and self-perpetuating.

The situation that Smith analyzed in 1975 remains in many ways the same today. Women are found predominantly as sessionals, "part-timers," and in other limited-term and non-tenurable positions — the "last hired, first fired" of the academic world. 40% of cases before the Academic Freedom and Tenure Committee concern women academics (*CAUT Bulletin* Dec. 1987).

Women earn, on average, 82% of the salary of a man of comparable rank (*CAUT Bulletin* Dec. 1986), with the gaps greatest at the lower levels. (The fact that women have in general passed fewer years since the doctorate only partly accounts for this, and certainly does not explain the wage discrepancy for senior administrative positions. Because women, sluggishly promoted, spend more years at each rank, salary differentials could well be greater without their accumulation of merit and service increases at a given level.)

Women form 50.5% of the Canadian population as a whole; 46.8% of the undergraduate population; 37.6% of students at the graduate level; 16.7% of the full-time university teaching force (Stats. Can. 81-241). This latter figure represents an increase of 5.7% since 1959.

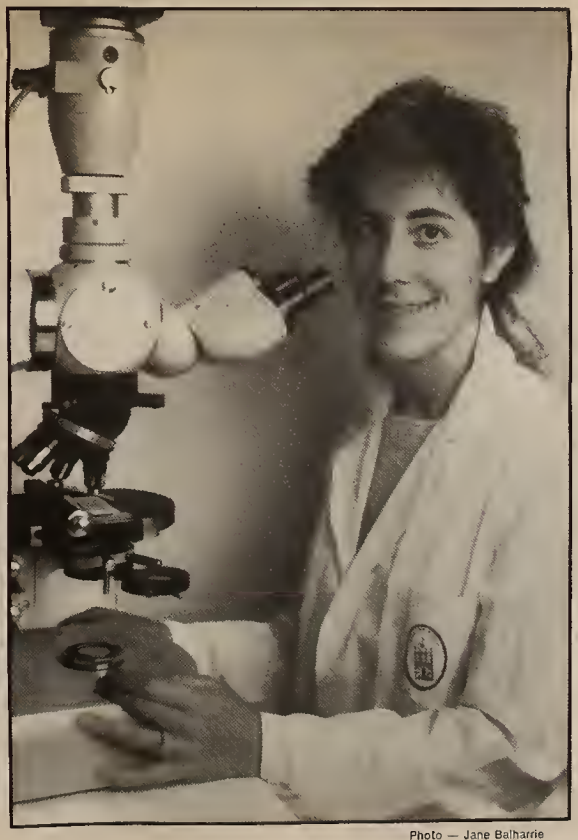

Photo — Jane Balharrie

The situation of women academics in the '80s tells us that "subjective" discriminations exist as more than the stuff of a rich anecdotal lore — they support injustice, make change difficult, and permit only weak correctives.

Vicious circles

Is there anything in academic paradigms that facilitates this state of affairs? Smith notes that women are seen to lack necessary authority — she quotes Mary Ellman, that "the male body lends credence to assertions, while the female takes it away" — and that this "perception" receives discipline-specific reinforcement in sociology, for example, where women are an express object of sociological study and thus disqualified as sources of authoritative knowledge. This *a priori* relegation of women's roles prohibits women's actual scholarly contributions from modifying an assumed core area of inquiry or changing its boundaries. As Bonnie Fox notes, the theoretical or social-historical work of women sociologists can be classified as extraneous when quantitative study is the norm (U of T *Bulletin*, Nov. 9, 1987).

Smith's category of "authority" could be broken down into component characteristics in which women are often found lacking. Women's careers, for economic or biologic reasons, frequently do not fit the *profile* of

Dans le présent article, Heather Murray, professeure à l'Université de Toronto, se demande comment nous pouvons expliquer que les efforts fournis pour améliorer la condition des femmes dans l'enseignement postsecondaire ont donné des résultats inégaux. Mme Murray soutient que les analyses effectuées à l'échelle nationale et dans les établissements d'enseignement sont nécessaires mais insuffisantes et que nous devons nous attarder plutôt aux départements et aux disciplines puisque c'est là que l'on met en oeuvre les politiques et que l'on y oppose de la résistance. C'est là également que les chances sont plus grandes d'y effectuer des changements. Elle fournit un certain nombre d'exemples vécus dans la discipline d'anglais pour aider à expliquer les raisons des réussites et des échecs passés et pour proposer des secteurs où élaborer des politiques.

Heather Murray

Women, in their behaviour and in their work, may be seen to lack *impersonality* and *objectivity*, two intricated "standards" of both scholarship and decorum. New demands for *applicability* in research and scholarship can exclude feminist work which is exploratory, often speculative, and undertaken at this time predominantly in the humanities and social sciences where women are primarily employed.

Feminist work may violate accepted divisions into *field*, seeming to belong only obliquely to a traditional discipline, and perhaps published in journals lying outside it altogether. (I would submit, parenthetically, that the inability of even well-intentioned committees to assess feminist scholarship, co-authored writing, work in new or "theorized" areas, and, sometimes, Canadian publications and vitas, is a major block to the revitalization of Canadian universities.)

Last, women academics, by their "nature" and in their work, do not fit the very notion of *fittedness* itself.

Excellence isn't what it used to be

Such criteria are interdependent, protected, and unmeasurable in all but their effects. One of many examples is the ongoing debate over employment equity at my own university. The proposed policy states that in all cases a superior applicant must be offered the job; but where candidates are equally ranked, the position should go to the candidate of the underrepresented sex. Further, committees must explain their criteria for short-list selection and eventual ranking.

Opponents of these provisions suggest that the policy threatens academic *excellence*. This is an interesting terminological choice since "excellence" is a word working overtime in higher education today, attached to everything from fast-turnaround private sector research to visions of ivory-tower "humanities" elitism. Here the term is collocated, not surprisingly, with *neutrality, impartiality, objectivity* — and, occasionally, with *academic freedom*.

Proponents of employment equity have in return attacked the conceptual foundation of that supposedly value-free position, to win back *excellence*, and align it with the notion of equitability itself.

It would appear that the opposition to equity hiring is not primarily a concern for *excellence, neutrality*, or *objectivity* (even if such could be ascertained), but a matter of the right to use those terms.

Why is *excellence* considered at all endangered, since the policy allows, and in fact requires, both "superiority" and "criteria"? I suspect that it is the demand for "demonstration" of superiority, and "accountability" in decision-making, which produces the anxiety here. Yet it is already the job of a hiring committee to demonstrate the excellence of one candidate, and to justify and defend that choice.

Thus it would appear that the opposition to equity hiring is not primarily a concern for *excellence, neutrality*, or *objectivity* (even if such could be ascertained), but a matter of the right to use those terms. It is a defense of the "professional" privilege of impressionistic judgement, the license to assess *fit* to unexaminable, sometimes unarticulated, criteria.

The case of women in English

I have suggested that such criteria receive varied reinforcements at the disciplinary level, and that there are also discipline-specific scholarly paradigms. "English" provides an instructive example, for it is a discipline which has often been described (whether approvingly or disapprovingly) as "feminine," and which has been seen as especially suited to women's abilities. There have been notable women scholars and critics, not least in Canada; the subject still attracts women students especially; and English departments have frequently accommodated women's studies and feminist work in a way that many less "conservative" departments have been unable to do.

At the same time, however, women remain severely under-represented at the top of what is perhaps the steepest disciplinary pyramid; and women students and scholars are confined by a canon and a curriculum which, given the transcendent humanism of the enterprise, and a belief in a self-evident "greatness," remain relatively unaltered.

New demands for *applicability* in research and scholarship can exclude feminist work which is exploratory, often speculative, and undertaken at this time predominantly in the humanities and social sciences where women are primarily employed.

As Elaine Showalter amusingly writes of the education of her fictional Henrietta Adams: "As Oedipus, she had interrogated, and yet acquiesced in, the fatality that causes a man to kill his father and marry his mother...as Huck Finn, she had lit out for the territories, escaping both the false gentility and the constricting domesticity of a slave-owning society ruled by fussy ladies like Aunt Polly; as J. Alfred Prufrock, she had worried about "the over-whelming question" toward which flighty women who "come and go/Talking of Michelangelo" might paradoxically lead her..."

It is not, however, simply a question of negative representations of women; for woman is everywhere figured in canonical English literature in positive terms — as sphinx and muse, question and answer, as star, flower, angel, nature, knowledge — in short, as everything except herself. Allon White and Peter Stallybrass have noted how the symbolically central is always socially peripheral, since the excluded is made carrier of the forbidden and therefore fantasized: the "low-Other" is "despised and denied at the level of political organization and social being whilst it is instrumentally constitutive of the shared imaginary repertoires of the dominant culture."

Thus, while "woman" is the very condition for the existence of poetry, English departments sometimes seem to prefer to get along without women altogether. This has allowed the rise of an entire literary subgenre — the feminist-authored English department murder mystery.

"I" for "ideology"

English, like literary studies generally, is currently an area of exciting new work and interesting opportunities. (We sometimes forget that when we talk about English studies, we are talking about the social formation of young women. This alone would make English a terrain worth contesting.) But there are features of the existent disciplinary "normal science" which have special ramifications for women, and which make change difficult.

Integration is the Arnoldian notion of cultural wholeness and a social wholeness, achieved in part through literary study; too, it is the new critical valuation of the fully-achieved art object. This assumes an unquestioned community of concern and interest, and dismisses specific interests as vested or immature. On these criteria, for example, feminist literary or scholarly work may be devalued as partial or aesthetically-incomplete.

Imitation refers to the intrinsic pedagogic method of English studies — age-old, but reinvigorated by the mimetic psychologism of I.A. Richards — which inevitably prizes more than mental characteristics or text-reading capabilities, and which makes the study of English central to processes of social reproduction. As English became "masculinized" through an encoding of its moral purpose along Leavisite lines, and an enhancement of its scientific status *via* new criticism, interpretation became the major scholarly pursuit. While women could and did succeed at historical research and editorial work, they were excluded from the patriarchal line of scholarly transmission, and seen as less intrinsically suited to the task of aware and balanced reading.

This shades into *inpressionism*, which gestures to the general academic willingness to judge appearances and fittedness, but refers more specifically to the love/hate relationship English has to its own theoretical and epistemological status, and our tendency to equate formal characteristics with the structures of knowledge. These lead, often, to a falling-back on the "standard" of the implicitly or consensually known. In particular, this may cause the classification of self-reflexive or critical pursuits, such as feminist inquiry, as fundamentally extradisciplinary.

By *idealism* I do not disparage the ethical aspirations of literary scholars and students and the sense of moral purpose which directs the discipline, but rather the conceptual ossification which is an occupational hazard.

And the *isolation* of post-secondary English severs the university from the larger society and other educational systems. This rends scholarship from pedagogy, which reinforces a gender stratification of women as students and lower-level instructors, men as professors and higher-level administrators. And it allows us to think of English as a haven in a heartless world — or even, in a heartless university — when it is, in fact, central to education for power-through-symbolic-control in our culture, and as more than a "humanizing" face for technological study.

Data and discipline

The above is only a sketch of some of the paradigms I see at work in English studies; and I have had to confine my examination to them in the absence of more concrete information. This is a situation which is not unique to Canada, for there is little analysis anywhere of women's position in English studies (as opposed, for example, to feminist work in English, of which there is a great deal), and even less statistically. And yet, I suggest, it would be useful to move our centre of examination down to the departmental and disciplinary level. This is the area of policy resistance and implementation, where there are the most opportunities for effective change, if only because this is the level of greatest daily involvement.

While "woman" is the very condition for the existence of poetry, English departments sometimes seem to prefer to get along without women altogether.

Three sorts of work could facilitate this inquiry. An examination of the position of women in different disciplines (as well as the development of methodologies for paradigm-assessment) would be useful, and this issue of the *CAUT Bulletin* is a welcome step in that direction. Second, Statistics Canada could be encouraged to provide data by discipline (as it did for some categories until the late '70s) instead of by field alone. Third, professional organizations could collect and exchange information on women in their respective disciplines, where available, as well as anecdotal accounts of women's experiences. This would assist in the assembly of a more detailed understanding of the place of women in the Canadian academy.

the standard professional trajectory, with such possible variances as late career entry, part-time study, interruptions for child rearing, and difficult patterns of research and publication. Further, women may be perceived as too "young" or inexperienced; or, conversely, seen as too "old" by departments hunting for "new blood."

In scholarly matters, women and their work are seen as lying always outside fields and disciplines whose definitions are circular and self-perpetuating.

Women and academic freedom

by Joan Geramita
CAUT AF&T
Committee

The following article is adapted from a speech delivered by Prof. Geramita at a workshop on women and academic freedom sponsored by the CAUT Status of Women Committee and held in Fredericton in October 1987. Prof. Geramita is an Associate Professor in the Department of Mathematics and Statistics at Queen's. She has served on the CAUT Academic Freedom and Tenure Committee for three and one-half years.

We on the Academic Freedom and Tenure Committee have noticed that over the past few years roughly 40% of our cases concerning individuals have been coming from women. And, if we restrict ourselves to cases involving "early career decisions" — appointment, renewal, tenure, first promotion — we find that the percentage of complaints from women has been closer to 65%.

Since women form only 16% of the professoriat, at least in Ontario (and even if we restrict ourselves to lower ranks, we form perhaps 25% of the pool of possible complainants), we may conclude any or all of the following: a) we women are getting dumped upon out of proportion to our numbers; b) the usual conflict resolution mechanisms in universities work less well for us than for men; and c) we complain more than men do.

The evidence is that, for a variety of reasons, we do find ourselves facing unfavorable decisions more often than men. In addition, the conflict resolution mechanisms do work less well for us than for men.

Consequently, we *ought* to be complaining more than men do. My impression is that women are just beginning to complain effectively and that we can expect to see even more complaints from women.

We on the Academic Freedom and Tenure Committee have noticed that over the past few years roughly 40% of our cases concerning individuals have been coming from women.

The concept of academic freedom is important for us to consider as we continue our work of making the university environment a more hospitable one for women to work in. I use the CAUT model clause on academic freedom as a reference point as we consider some of the immediate consequences of trying to make this idea concrete in our professional lives. Explicitly claiming our academic freedom rights is often a practical and effective approach to understanding and resolving conflicts in the university.

The CAUT Handbook contains a Model Clause on Academic Freedom which states the following: "Academic staff shall not be hindered or impeded in any way . . . from exercising their legal rights as citizens, nor shall they suffer any penalties because of the exercise of such rights. . . . Academic members of the community are entitled, regardless of prescribed doctrine, to freedom in carrying out research and in publishing the results thereof, freedom of teaching and discussion, freedom to criticize the university and the faculty association and freedom from institutional censorship. . . . Academic freedom carries with it the duty to use that freedom in a manner consistent with the scholarly obligation to base research and teaching on an honest search for knowledge."

Photo — Jane Balharrie

The model clause begins with the statement "Academic staff shall not be hindered nor impeded in any way . . . from exercising their legal rights as citizens, nor shall they suffer any penalties because of the exercise of such rights." We might think that this goes without saying. I think the whole reason there are lawsuits is that nothing ever goes without saying, preferably in triplicate.

Hear from a women who suffered penalties not because of the exercise of her rights but because of the discharge of her duty. This case came to the AF&T Committee about two years ago from a woman at a central Canadian university who described her situation this way: "In my case, I took a stance . . . which clearly contradicted the interest of half my department colleagues and of all of the high-level administrators, and although in theory I have the right to express and uphold an opinion (all the more necessary in my case to comply with the regulations specified by the . . . court) I was nonetheless punished for acting as I did." The punishment referred to was nonrenewal of her contract.

The AF&T Committee which does not automatically assume that a complainant has reported his or her situation in a detached or balanced way, decided that this statement, while strongly put, did not significantly differ from the truth of the matter. I would like to report that we were able to secure a reconsideration of her non-renewal and a full apology. However, we were not. We were able to secure a grudging admission that all was not well and a promise to not let it happen again. The professor now has a tenure track appointment at another university.

The second phrase, "Academic members of the community are entitled, regardless of prescribed doctrine, to freedom in carrying out research and in publishing the results thereof, freedom of teaching and discussion," clearly assigns, as a component of academic freedom, protection for those whose work runs counter to prescribed doctrine.

However, it is not always obvious just how many doctrines we at the university subscribe to. For example, what exactly does it mean to say that you have "freedom in carrying out research and in publishing the results thereof?" Does it mean you are free to publish anywhere, but it doesn't count if it is not in a refereed journal? Does it mean you can organize your research as seems best to you, but if it doesn't fall into a recognizable pattern then it won't be research?

For that matter, what is 'research'? In the context of your faculty or your department, of your discipline, what of the work that you do ought to be covered by this protection? More concretely, when it comes time to consider you (or your colleagues of like mind) for tenure or promotion or a pay raise, which of your accomplishments are central enough to your professional scholarly activity that they should be evaluated under the protection of academic freedom so that a Dean or a committee of your colleagues can't just say "We don't have to look at that. It doesn't count; it isn't relevant".

The evidence is that, for a variety of reasons, women do find themselves facing unfavourable decisions more often than men. In addition, the conflict resolution mechanisms do work less well for us than for men.

A quote from a letter written to an assistant professor at a university in eastern Canada explaining why a committee had not recommended her for promotion illustrates this point: "While the Committee has asked me to acknowledge your service to the community and to the university, it has a reservation at this time regarding your research. In particular, the Committee would like to see more evidence of research leading to refereed publications. At the same time the Committee wishes to encourage you to maintain the level of your teaching effectiveness."

Because this committee was professional enough to state clearly the reasons for its negative decision, the professor in question was able to contest the result. The decision was reconsidered and, in this case it was changed. Committees are helped in formulating accurate reasons for decisions if the criteria to be used have been clearly described.

So a consequence of taking the notion of academic freedom seriously is to realize the importance of good descriptions of appropriate academic activity. These should be department or faculty specific so that the things we do which we consider central to our academic life will also be considered as central by the university community. Descriptions such as these would serve any group or individuals whose scholarly activity is in any way non-standard. For example, with the emphasis in British Columbia and Ontario on externally supported research it becomes more important than ever that those whose research does not fit the mold are still properly evaluated in the university community.

Librarians are another group whose work is often not well understood by administrators drawn from the ranks of teaching academics. They would be wise to make sure that there is a clear statement of their role in protecting others' academic freedom and of their right to protection as they exercise their professional judgement.

Consider the phrase "freedom of teaching and discussion". This sounds like a good idea. And it is. And like most good ideas it has many sides to it. It protects you when you decide that you wish to include some women writers in a course which has never included them before, even if it means booting out some of the writers who had previ-

ously been included. And when you and some colleagues have carefully devised a course or program, this phrase can be cited to require that others who may become involved respect the decision you have made.

But then what about the department that approved the course which you have just mangled by including those little known women writers? Does the fact that you are teaching in an established program mean that you lose your right to exercise your professional judgement about the material? As I said: a good idea has many sides, and we academics are supposed to be used to looking for and at all of them.

One of the most disturbing aspects of Prof. McIntyre's difficulties in trying to present feminist views in a very traditional law faculty was that the attacks often centered not on her ideas but on her person.

I coordinate part of the undergraduate program in the department of mathematics and statistics at Queen's. I would cheerfully throttle any colleague who decided to march to a different drummer in one section of a seven-section calculus course with 500 students. And throttling is mild compared to what my colleague would do to a person who messed around with a section of the calculus course in the engineering faculty. However, I hope I have made it clear that my colleague and I would be unwise to throttle without careful consideration of the rights of all involved, including the rights of the students to get what was "advertised" in the course.

Cases like this do not exist just in my imagination. A case dealing with these issues came to the attention of the AF&T Committee two or three years ago. It concerned a mathematics professor who refused to use the text which had been chosen for the course. The department head's uncalm reaction was to pull him from the classroom after the professor had actually begun the course. To make matters worse, the university in question did not have any decent procedure for dealing with this dispute. Otherwise it would not have come to us.

Traditionally, woman's work and activity have been ignored or trivialized by those in academia whose business it is to study such things — historians, economists, psychologists, literary critics.

In the end, they did sort it out and the Senate proclaimed a policy on the matter. One can't always expect to have an appropriate policy in place for every eventuality, but good procedures for settling disputes always help. And they can be in place ahead of time. Sensitivity to academic freedom issues can be in place ahead of time also.

One thing I have learned while serving on the AF&T Committee is that it is easy to miss the academic freedom component in a dispute or conflict. It is a good habit to look explicitly for the academic freedom question in any situation. Finding it, if it is there, can serve to clarify the issues and to enlist support for a solution from those who might otherwise be uninterested.

When we were working at Queen's to put into place a Women's Studies program, one argument brought to bear on the matter was the right of the professors involved to teach the material in the way they thought best. And they thought that the best way to integrate material from a number of disciplines was to establish a new cross-disciplinary program rather than to try to fit into one of the existing departmental programs. Colleagues who appeared to have the greatest difficulty in seeing any value in women's studies were willing to support this academic right. This argument was bolstered by the fact that there are similar programs in other Canadian and American universities.

Nevertheless, it is sometimes wise to resist going into battle under the academic freedom banner. When Sheila McIntyre's memo detailing her experiences in the Faculty of Law at Queen's first began to circulate outside the Faculty, colleagues identified breaches of good manners, failures in discipline, inadequate procedures, sexual harassment, academic freedom violations, etc. And, indeed, all of these elements were present.

However, Prof. McIntyre insisted that the root problem was, to put it gently, gender bias, or to put it more strongly, hostility toward women. Further, she insisted that it was the root problem, not the resulting symptomatic problems, which had to be addressed first. I think that identifying the academic freedom violations allowed some men and women to see that there was a problem. But focussing on the root problem has really been the only way to begin to improve the situation.

Any policies which make it possible for women to function more fully and more comfortably as academics enhance the academic freedom of women and allow the university to fulfill its role as a source, transmitter and conserver of human knowledge.

The sexual harassment component of the McIntyre case provides a good lead in to my next topic: Do the universal Women's Issues have an academic freedom connection? I think they do, though it is true that some of the connections are more immediate than others. One of the most disturbing aspects of Prof. McIntyre's difficulties in trying to present feminist views in a very traditional law faculty was that the attacks often centered not on her ideas but on her person, in particular on her imagined sexual activities, and the forum for this was the men's washroom. Males who were considered poor teachers were ridiculed on the washroom walls as poor teachers; but Prof. McIntyre, considered a bad teacher because of her feminist approach, was turned into a pornographic event. It is clear that one's freedom within a classroom can be seriously hampered by others' activities outside it.

Another of the universal women's issues is securing equal opportunity and respect in the workplace. Traditionally, woman's work and activity have been ignored or trivialized by those in academia whose business it is to study such things — historians, economists, psychologists, literary critics. Similarly, those in academia who build on the work of women — scientists, physicians, administrators — have been barely aware of the role that women play in their own success. These attitudes are changing but they are still common enough to have a general negative effect on the careers of women in the university. In some cases, they foster situations where women's academic rights seem to be invisible to everyone including women themselves.

For example, why are engineers applied scientists and nurses, not? Whatever the reason, one practical consequence of this point of view is that research support is very difficult for nurses to obtain. Guess who controls the funding for research in the health care establishment?

The reaction of traditional scholars to feminist scholarship is a marvel to behold. Suggest that the natural sciences may be gender biased in their very formulation, not just in their societal expression, and watch the sparks fly.

Another example of invisible women is in the "hard sciences". Almost any lab you walk into will have females, usually called technicians, doing basic research. This point was brought to my attention not by my own keen observations but by a talk given by Sandra Harding at Queen's on the "Science Question in Feminism." That was the first time I realized how many women scientists there actually are. We usually think of the contributions of these women as not needing acknowledgement. We who write scientific papers and books acknowledge editors, typists, data collectors, colleagues who ask good questions, people who read rough drafts. Acknowledgements to technicians, men or women, when they are made, are usually included in this type of listing. Then we bemoan the lack of women in the scientific enterprise.

Community views of what is appropriate behaviour for women influence the choice of opportunities offered to us, as well as the evaluation of our contributions. You are considered un-cooperative because you decline the opportunity to organize the colloquium teas. Since there are always jobs of this sort to be done, refusing to do them is not a good trait in a colleague. However, in a man, such behaviour is just annoying; in a woman, the same behaviour is a flaw of character serious enough to make one think twice about offering her a permanent position. It doesn't always help if the woman is working in a mainly female environment. There, such behaviour can also be taken as a reproach to her colleagues. The AF&T Committee saw a case where something very close to this situation appeared to be the underlying motivation for a non-renewal.

The struggle to make the university a hospitable environment for women to work in — a struggle which includes the development of maternity leave policies, sexual harassment policies, equal pay for work of equal value among us professors and librarians as well as among support staff, equal pension benefits, and fair hiring practices — is connected to academic freedom. It is difficult to engage in sustained creative activity in an uncertain or hostile environment. For that reason any policies which make it possible for women to function more fully and more comfortably as academics enhance the academic freedom of women and allow the university to fulfill its role as a source, transmitter and conserver of human knowledge.

Le présent article est adapté d'un discours prononcé par Joan Geramita, membre du Comité de la liberté universitaire et de la permanence de l'emploi (CLUPE) de l'ACPU, lars d'un atelier sur la liberté universitaire que le Comité du statut de la femme a organisé. Mme Geramita, qui enseigne les mathématiques à l'Université Queen's, fait remarquer que 40 pour cent des causes individuelles portées à l'attentian du CLUPE au cours des dernières années tauchaient des femmes. Pourtant, les femmes ne câmpasent que 16 pour cent du corps professoral. Pour diverses raisans, les femmes se retrauvent plus souvent avec des décisians défavorables relativement aux nominations, au renouvellement de contrat et à la permanence que les hommes et les pracédures de règlement de litige semblent fanctionner moins bien pour les femmes que pour les hommes. Mme Geramita analyse la situatian du point de vue de la liberté universitaire. Elle laisse entendre que les droits à la liberté universitaire sont sauvent écartés lorsqu'il s'agit des femmes et de leur travail. A l'inverse, c'est en se concentrant sur les droits à la liberté universitaire que l'an peut améliarer la situation des femmes à l'université.

Some of the protections painstakingly developed by right thinking men in pursuit of protection for academics actually hurt many women, and increasingly, some men. For example, the whole question of how to properly evaluate the scholarly output of a person who has borne a child in the middle of the six years allotted to probation points out the need for the child bearers to be involved in the writing of the rules. Appointments committees are beginning to see the difficulty in comparing the career of a person who is a single parent with that of a person who has no childcare responsibilities at all. One reason they are even attempting to do this is because there are women on these committees. Another is the presence of single parent males.

The most common appreciation of the notion of academic freedom relates to the right of university people to present points of view which may be unpalatable to "the powers that be". As it appears in the model clause, "freedom to criticize the university and . . . freedom from institutional censorship." We think of it as our right and duty to criticize the society which supports us and so we need to be protected from that society's all-too-human reaction to criticism i.e. "off with their heads!"

It appears to us that a young (at least in academic terms) woman with a feminist approach to her work is more likely to run into trouble than a young woman without such an approach, or a man.

At the moment, the society which seems most intent in beheading the unorthodox among us is us. The reaction of traditional scholars to feminist scholarship is a marvel to behold. Suggest that the natural sciences may be gender biased in their very formulation, not just in their societal expression, and

See ACADEMIC FREEDOM/12

His studies — her alternatives

A review of feminist approaches to curriculum and pedagogy

by Lorelei Cederstrom
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Prof. Cederstrom is on the CAUT Status of Women Committee

It is not possible to review books about women's studies and feminist pedagogy without sharing the anger and frustration of the authors. The anger arises at the fact that feminist ideas so central to the structure and conduct of our intellectual disciplines in the university remain peripheral, invisible and unknown. Secondly, one shares the frustration of the authors at the need to repeat the same basic ideas in each new publication.

Year after year, indeed, decade after decade, feminist scholars have been making the same points. In 1911, Charlotte Perkins Gilman wrote about the one-sidedness of our culture, noting that history, the story of "the mental, the mechanical, the social development" of the world, was written by men about men. In her book, *The Man-Made World*, she argues that our lives are so colored by masculine perspectives that "to mention it arouses no more remark than the statement of natural law. We have taken it for granted," she continues, "since the dawn of civilization, that 'mankind' meant mankind and the world was theirs" (17-18).

Seventy-one years later, in 1982, Dale Spender in *Women of Ideas (and What Men Have Done to Them)* prefaced her book by asking why women's ideas are absent from our intellectual traditions. She answers her own question by stating: "I have come to accept that a patriarchal society depends in large measure on the experience and values of males being perceived as the *only* valid frame of reference for society, and that it is therefore in patriarchal interest to prevent women from sharing, establishing, and asserting their equally real, valid and *different* frame of reference" (4-5). Men readily overlook the fact, she adds, that "the origin of this belief system lies with men and not with women" (5).

In 1983 and 1985, in the prefatory comments to each of the books under review here, the same premise is restated. Each of the authors and editors addresses anew the issues that surround women's exclusion from our intellectual heritage and the difficulties which confront contemporary feminists as they attempt to correct this imbalance within our universities. Each writer is well aware of the realities of our universities, recognizing that the feminist voice remains a minority voice, that the parameters of feminist pedagogy have made only the slightest impact upon our educational structures, and that our disciplines lack a coherent means by which feminist theory can be validated and transmitted. Nonetheless, each of these books represents an effort to shore up some part of the feminist heritage against ruin, so that our institutions might rest one day upon the foundations of a total vision, becoming the purveyors of truly androgynous human values rather than the predominantly masculine ones now accepted as the norm.

We have taken it for granted since the dawn of civilization, that 'mankind' meant men-kind and the world was theirs.

—*Charlotte Perkins Gilman*

In *Learning Our Way: Essays in Feminist Education*, editors Bunch and Pollack have compiled a series of articles on feminist education both within existing structures and in alternative situations. This is an eclectic collection on topics as diverse as the relationship between radical feminism and conservative institutions and the education of women in prisons. Specific articles on teaching methods or the problems of unique groups of students, as well as theoretical articles on feminism and pedagogy are included.

Florence Howe's article, "Feminist Scholarship: The Extent of the Revolution" presents an overview of the situation, outlining both the gains that have been achieved by feminists in the university as well as the scope of the task that lies ahead. Howe notes that there has been a slow but steady progress in terms of the acceptance of women's studies and that our disciplines are beginning to evolve under their influence. However, she warns that "to begin to gain an understanding of the new scholarship on women — whatever one's discipline — is comparable to beginning to earn a new doctorate" (102).

Howe includes an eleven-point check list as a means of measuring the task that still lies ahead. According to Howe, the first goal of feminist education is to gain "an understanding of patriarchy in historical perspective; philosophically and sociologically: its relationship to the religions of the world, and to ideas of knowledge and power — hence, an understanding of what it means to be born 'permanently' into a subordinate or dominant status; a knowledge of feminist theory" (102-3). The fact that we have barely begun to achieve this primary goal brings us back to the age-old problem which Gilman and Spender were writing about, namely, the reluctance of our patriarchial society to perceive that its views, enshrined in our institutions, are one-sided.

The editors, Culley and Portuges, of *Gendered Subjects: The Dynamics of Feminist Teaching* approach this cultural one-sidedness in terms of the reconceptualizing of our entire university structure. They have brought together in one volume diverse and pertinent articles on feminist methodology in the classroom. Although the book focuses on teaching, the editors realize that being a feminist in the classroom involves the transformation of the discipline taught. They see feminist pedagogy as a process of interaction between professor and discipline: "We know that to bring women fully into the curriculum means nothing less than to reorganize all knowledge, and that changing *what* we teach, means changing *how* we teach."

The first essay in the volume is central enough to have stirred up considerable debate and influenced a reconceptualization of the nature of student/teacher interaction in the classroom. "The Politics of Nurturance" compares the relationship between the female professor and her students with the psychological paradigms of mother/child and psychoanalyst/analysand. Such a comparison explains some of the "intensity and urgency" as well as the "explosive" transactions that occur in feminist classrooms. This is an important essay not so much in the solutions it proposes to the problems

See PEDAGOGY/10

Photo — Jane Balharrie

Works reviewed

THEORIES OF WOMEN'S STUDIES, Bowles, Gloria and Klein, Renata, eds. (Routledge: Boston, 1983).

LEARNING OUR WAY: ESSAYS IN FEMINIST EDUCATION, Bunch, Charlotte and Pollack, Sandra, eds. (Crossing Press: New York, 1983).

GENDERED SUBJECTS: THE DYNAMICS OF FEMINIST TEACHING, Culley, Margo and Portuges, Catherine, eds. (Routledge: Boston, 1985).

THE MAN-MADE WORLD OR OUR ANDROCENTRIC CULTURE, Gilman, Charlotte Perkins (Charlton, New York, 1911) in Johnson Reprint Series (New York 1971).

WOMEN OF IDEAS (AND WHAT MEN HAVE DONE TO THEM), Spender, Dale (Routledge, Boston, 1982).

LEARNING LIBERATION: WOMEN'S RESPONSE TO MEN'S EDUCATION, Thompson, Jane L. (Croom Helm, London, 1983).

visual essay

ORGANIZED BY: GAIL BOURGEOIS

To present an interesting selection of feminist visual art practice, I had only to look as far as The Permanent Review Committee on the Status of Women, Faculty of Fine Arts, Concordia University, in Montréal. The committee is comprised of faculty, students and staff. Some of us have contributed to these two pages.

Diverse materials and practices are present; from photography, sculpture and printmaking, to drawing and painting. These works represent feminist discourse in several ways — by playing with notions of female desire; by looking at issues of censorship and voyeurism; and by using image and text in ways that focus on issues of concern to women.

Each of us has a different definition of feminist art; but each agrees that her work is rooted in personal experience. From this position of exploring the personal as raw material, a woman-centred aesthetic can develop. The work becomes a meeting place for viewer and artist. A space large with possibilities.

G.B.

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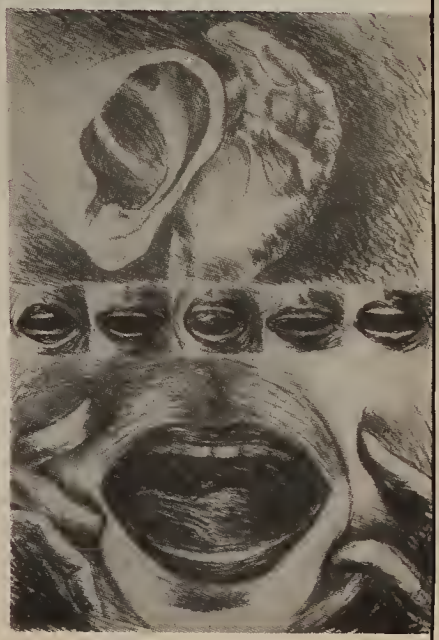

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1. LORRAINE SIMMS. *Untitled*. (1987). oil on paper with collage, 75 X 25cm.

2. KITTY SCOTT & LAUREL WOODCOCK, a collaborative work, *Attraction/Repulsion*. (1987) mixed media, detail 1.5m X 51cm.

3. BARBARA McGILL BALFOUR, *Untitled*. (1986), lithograph, 38.5 X 28cm.

4. MARTHA TOWNSEND, *Torch*, (1984), enamel on flat iron, 13 X 8 X 10cm.

5. GAIL BOURGEOIS, *After the Stripes — is the White Horse of Our Desire*, (1987), graphite on paper, detail, 75 X 25cm.

6. KATHERINE TWEEDIE, *Untitled*, (1985), black & white photograph, 49 X 32cm.

PEDAGOGY 7

which confront feminists in the classroom — too many of these are based on Freudian principles to be valid — but in the questions it raises about the subtleties that lie beneath the overt teacher/pupil situation.

Turning next to students, Adrienne Rich fluently summarizes the plight of women in our classrooms. In "Taking Women Students Seriously," Rich takes issue with the idea that co-education is equal education. She believes that men and women receive an entirely different message in the same classroom "because the content of education itself validates men even as it invalidates women... Its very message," she says. "is that men have been the shapers and thinkers of the world, and that this is only natural. The bias of higher education, including the so-called sciences, is white and male, racist and sexist; and this bias is expressed in both subtle and blatant ways" (25).

To begin to gain an understanding of the new scholarship on women — whatever one's discipline — is comparable to beginning to earn a new doctorate.

— Florence Howe

Like Gilman and Spender, Rich points to the alienation that women experience in an androcentric institution whose structures and disciplines deny women's importance by ignoring women's heritage. She suggests some positive steps that professors can take to correct this one-sidedness, namely, they can look to "the silences, the absences, the nameless, the unspoken, the encoded" within our disciplines, for there, Rich believes, "we will find the true knowledge of women." By "breaking those silences," she hopes that we will begin to "define a reality that resonates to us" as women, a reality "which affirms *our* being" because it takes women seriously as teachers and students.

Another important section of *Gendered Subjects* brings into focus the issues in the debate among feminists about teaching methods. The central issue is whether one can be a feminist and teach according to the old hierarchical structures in which the professor/expert carries on a frequently-hostile Socratic debate with the student. Many feminists assert that feminism requires one to give up male models of authority totally. Several articles suggest some answers to the problems such giving up of authority create within a university in which both students and administrators expect power and control from the professor.

Susan Friedman in "Authority in the Feminist Classroom, A Contradiction in Terms?" suggests that when women deny authority to themselves as feminist professors, they are validating what men have always done to them. Patriarchy, she notes, in its definition of women, denies "women the authority of their experiences, perspectives, emotions and minds" (206). She suggests that a new model is needed, one which "first recognizes the androcentric denial of *all* authority to women, and, second, points out a way for us to speak with an authentic voice not based on tyranny" (207). The female professor can be more than a facilitator when she learns to trust her own knowledge and to integrate her nurturing and democratic concerns for her students with the authority of her professional wisdom.

Another voice in the debate suggests that even the practice of law can be transformed by feminist frameworks. Janet Rifkin in "Teaching Mediation: A Feminist Perspective on the Study of Law" suggests mediation as a viable alternative to the confrontational adversary system which typifies law as it has developed in our patriarchial culture.

One of the few male authors to appear in these books on feminist methodology addresses the nature of the prejudices that work against feminist ideas. Robert Bezucha, a male feminist professor of history at Amherst, reports the hostility of his students to his attempts to bring some of the recent research on women into a seminar on Women and History. Although he approached feminist scholarship from a rather conservative perspective within a limited structure, the title of his article, "Feminist Pedagogy as a Subversive Activity," indicates that he has come to appreciate the struggle that women face when they attempt to transform an androcentric discipline.

We know that to bring women fully into the curriculum means nothing less than to reorganize all knowledge, and that changing *what* we teach, means changing *how* we teach.

— Margo Culley and Catherine Portuges

The status of feminist teaching and scholarship in Britain is Jane Thompson's topic in *Learning Liberation: Women's Response to Men's Education*. Like her North-American counterparts, Thompson begins with the assertion that our university structures and disciplines are androcentric and that "cultural wholeness" demands the "recognition that as women we have a past and a heritage worth reclaiming" (17). Thompson validates Charlotte Gilman's argument by pointing out that education in Britain has also been dominated by male educators and male interpretations of experience. She feels that our educational institutions need women's studies as a corrective for the cultural one-sidedness they now exhibit.

The bias of higher education, including the so-called sciences, is white and male, racist and sexist; and this bias is expressed in both subtle and blatant ways.

— Adrienne Rich

However, she is dissatisfied with current attempts to add women to the present curriculum or to create isolated women's studies courses. Thompson feels that "the implication of women's studies is that we need a radical redefinition of subject matter, different lines of enquiry and new ways of learning" (111). Her book provides information on the history of the education of women in Britain with a particular focus on the adult learner. Several chapters provide insightful commentary about the women who form the majority in adult education classes.

Most of the articles that appear in *Theories of Women's Studies* are papers that were orginally presented at the National Association for Women's Studies Conference in 1979. As a result, many of these essays are simple re-statements of what are, by now, very well-known justifications of women's studies as an academic discipline. The introductory essay attempts to align the papers on one side or the other of a rather tedious debate about whether women's studies should be autonomous or incorporated into the disciplines as we know them. In spite of the inclusion of so many well-worn ideas, (or worse, for I must add that chapter eight is not only well-worn but contains large sections of Gilman's thesis without attribution) several of the articles do contain timely points that can be made in the argument for the recognition of women's studies.

Instead of attempting to justify women's studies or prove the academic credentials of women's scholarship, Gloria Bowles, one of the editors, suggests that we use the question of relevance and importance against the questioner. Anyone who would ask whether women's studies belong in the university deserves to be asked, in turn, what someone like himself, who knows little about "educational history and the contemporary critique of the disciplines" is doing here.

A very useful argument for the importance of women's studies appears in "Feminism: A Last Chance for the Humanities?" by Bari Watkins. She argues that the transformation of our disciplines through feminist ideas may be the life-giving transfusion our dying humanities departments need. Feminism, with its commitment to social change and its application of democratic principles and procedures in the classroom, can revitalize these "quaint or arcane" studies in rather unexpected ways.

Watkins points out that we all recognize the bumbling classics professor who mocks his own irrelevance. "The straw person classicist, reveling in the arcane delights of Greek participles, the stereotypical critic, monomaniacally dedicated to Renaissance metrics, or the medieval historian, cheerfully claiming the Council of Trent as 'only current events,' have victimized themselves and denied the importance of humanistic studies through their denials of relevance" (84).

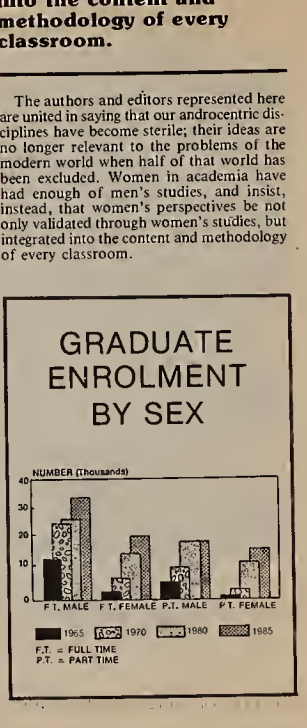
She adds, however, that by devoting their lives to studies which deny their own relevance, these professors have maintained the hegemony of the humanities. "Who, after all, could attack or even perceive the cultural injury and patriarchal domination perpetuated by such innocent and harmless bumblers?" She warns that "their game is up," for feminists see clearly what is being excluded by these advocates of an "humanism" that is really androcentric. Their work is not harmless, as they have claimed, but powerful in what it has excluded all these years — a definition of humanity that includes women. Watkins notes that this realization will make it impossible for research and teaching in the humanities ever to be the same again.

This volume also includes a selected annotated bibliography of articles on feminist theory and women's studies, which, though useful, is dominated by reviews of articles that appear in the same volume. *Theories of Women's Studies* predates *Gendered Subjects* by two years and provides a general theoretical background to the pedagogical emphasis of the latter.

In spite of the repetition of ideas, each of these books adds to our realization that interest in women's studies is growing, demanding the serious attention of all academics regardless of discipline. The commitment of our universities to social equity demands a careful re-examination of all our disciplines in the light of feminist scholarship which clearly identifies their limitations. Feminist scholars have shown that the intellectual perspective of our curriculum is not the androgynously human one the professoriate believes it to be, but an androcentric tunnel-vision, narrowed by social stereotypes and prejudicial ideas about women and ignorance of their heritage that would not be tolerated in any other context.

Women in academia have had enough of men's studies, and insist, instead, that women's perspectives be not only validated through women's studies, but integrated into the content and methodology of every classroom.

The authors and editors represented here are united in saying that our androcentric disciplines have become sterile; their ideas are no longer relevant to the problems of the modern world when half of that world has been excluded. Women in academia have had enough of men's studies, and insist, instead, that women's perspectives be not only validated through women's studies, but integrated into the content and methodology of every classroom.



En faisant le compte rendu de plusieurs ouvrages sur les études de la femme et la pédagogie féministe pour ce supplément, Lorelei Cederstrom, professeure à l'Université Brandon, a découvert que certains thèmes revenaient. En effet, dans chacun des ouvrages faisant l'objet d'un compte rendu, les même prémisses se retrouvent en préface. Chacun des auteurs et des éditeurs abordent de nouveau les questions qui excluent les femmes de notre héritage intellectuel ainsi que les difficultés auxquelles font face les féministes contemporaines à mesure qu'elles essaient de rectifier le déséquilibre prévalant dans nos universités. Chaque auteur est conscient des réalités de nos universités et reconnaît que la voix féministe demeure minoritaire, que les paramètres de la pédagogie féministe n'ont eu qu'une légère influence sur les structures pédagogiques et qu'il n'existe pas de moyens cohérents dans nos disciplines pour valider et transmettre la théorie féministe. Selon Mme Cederstroni, chacun de ces ouvrages constitue un effort pour consolider l'héritage féministe et empêcher sa destruction de façon à ce que nos établissements d'enseignement reposent sur une vision globale, devenant ainsi les transmetteurs de valeurs véritablement humaines et androgynes plutôt qu'à prédominance masculine, maintenant acceptées comme la norme.

A history of women's studies in Canada

by Somer Brodribb
Resources for Feminist Research

This article is reprinted with permission from Women's Studies in Canada *published by Resources for Feminist Research. It originally appeared under the heading "Women's Studies in Canada, A History".*

The establishment of Women's Studies in Canadian universities is usually dated from the establishment of the Bird Commission in 1967, the result of pressures by 31 women's associations. Reporting in 1970, this *Royal Commission on the Status of Women in Canada* linked female social subordination to factors which discouraged women from developing their intellectual potential, such as widespread sex-role stereotyping, vocational channelling and traditional attitudes restraining women's educational choices.

According to the Report, early experiments in Women's Studies courses, seminars and workshops, especially in continuing education, indicated the necessity of and showed the way for future changes. The Report recommended that "special insight and effort" be made to improve the conditions for women in future educational systems.

It is not only the use of women as an object of study that is significant of this new scholarship, but also women's position as subjects in the design of new categories of analysis and conceptual tools, and the global appraisal of knowledge from women's perspectives and experiences.

In 1982, the Government of Quebec's Commission on Adult Education reached similar conclusions, noting the deterioration of women's economic status in relation to access to full-time and well-paid employment. The *Jean Commission* concluded that Women's Studies were essential for the improvement of women's opportunities for learning, but its recommendations for increased access to resources, services and programmes geared to women's needs, as well as the inclusion in every discipline of content related to the status of women, were not followed by a systematic government policy initiative.

Access to higher education has always been a key demand of female emancipation movements. Historically, women organized to form their own centres of learning, as the example of Sappho demonstrates. Her *thiasos*, like other 7th century B.C. schools for girls and young women, is perhaps an early example of feminist studies, where female creativity and cultural learning were highly valued and encouraged. And, in the Middle Ages, Christine de Pisan was the first known woman to support herself solely by her pen. She participated in the famous "Querelle des femmes," and, among other works, wrote *The Book of the City Ladies*, which is, perhaps, the first model for feminist studies as a sphere for women.

Women's Studies does not simply develop a role for women, or limit itself to an inquiry into their status. Rather, it opens perspectives on, and enlarges, female experience. This project to create women's knowledge considers the entire social realm as a legitimate space for women's as well as men's thought and action. Because of its transformative intent and unrestricted questioning, Women's Studies is necessarily interdisciplinary, for an understanding of women's social and sexual subordination requires an investigation into the entire network of structural mechanisms which produce the systematic domination of women in all areas of life.

For example, the theories of traditional economics were incapable of revealing what we know about women's situation in the labour force. The concept of unpaid domestic labour, and the exploration of links between market and non-market value, exposed the complete inadequacy of socio-psychological explanations relating women's disadvantaged economic position to "feminine choices." The work of feminist scholars on the issues of Third World development indicates that the introduction of new technologies exacerbates the differences between men's and women's workload, to the extent that men and women have unequal access to these new resources. Feminism has thus revealed the "partiale et partielle" perspective traditionally dominant in "malestream" disciplines.

And feminist historians have allowed us to see how the chronicling of historical events as a series of wars and parliaments reflects masculine preoccupations and culture. Such a periodization renders women's contributions to history invisible and is deaf to women's different temporal and cultural engagements. A history of women would consider changes in childcare and birth control, and shifts in female power in both the reproductive and productive realms. Instead, the masculine reduction of two currents to one main stream, biases the comprehension of entire epochs.

A simple add-women-and-stir approach could not have revealed these biases, or elaborated new conceptual models to grasp these realities. It is not only the use of women as an object of study that is significant of this new scholarship, but also women's position as subjects in the design of new categories of analysis and conceptual tools, and the global appraisal of knowledge from women's perspectives and experiences.

But Women's Studies as presently defined in Canadian universities are not necessarily based on this radical reorientation of scientific knowledge by women's perspectives and experiences.

A significant factor in the development of courses for women was the enormous pressure exerted on universities by the remarkable increase in women's enrolment beginning in the 1970s. Women accounted for more than 95 per cent of the increase in all full-time enrolments in universities between 1970-79. Of course men still outnumber women at all levels in the universities, except in terms of clerical staff.

The most striking change has been the dramatic increase of mature women as part-time undergraduate students: a percentage growth of 78.2 per cent by the end of the 70s, which accounts for the emergence of Women's Studies in adult education and continuing education departments. This growth is especially notable in young universities such as York, or expanding ones such as Guelph, where the imposition of enrolment quotas was not considered. Women predominate at York's Atkinson College adult education program, especially in the evening, part-time and summer programs, which have had a clear and early Women's Studies component. In the same way, the University of Saskatchewan has hosted a Women and Education Summer Institute since 1981, with a focus on issues important to rural and Native women. The granting of institutional resources for Women's Studies courses can be traced to this conjuncture: the increasing visibility of women on campus, and their growing demand for an education more appropriate to women's specific needs, aspirations and realities.

The granting of institutional resources for Women's Studies courses can be traced to this conjuncture: the increasing visibility of women on campus, and their growing demand for an education more appropriate to women's specific needs, aspirations and realities.

Women's Studies at the continuing education level have been faced with the difficult and sometimes divergent necessities of meeting needs for instruction and practical skills, while focussing on information relating to the political, economic, social and psychological issues in the lives of women. Most, but not all, programmes attempt to further these two aspects through the introduction of a feminist perspective. The use of models based on consciousness-raising and collective workshops indicates the presence of feminist methodology and politics informed by the women's movement of the 1970s, a practice which at the university level was pioneered by Concordia's Simone de Beauvoir Institute. The University of Concordia created this new Women's College on March 9, 1978, but the first interdisciplinary course on "The Nature of Women" had been offered as early as 1970.

There is indeed a link between Women's Studies and continuing or specific education for women. Nevertheless, this new approach is continuous with, and radically distinct from, both continuing education for adults and from the type of devalued and restricted education that was available in the Homemakers' Clubs at the turn of the century in Western Canada, and in the Instituts familiaux in Quebec of the 1950s. In the latter case, the changes of name from "écoles ménagères" to "instituts familiaux" marked the access of women to a diploma and teaching positions at the primary school level. At the University of Saskatoon, a similar professionalization of women's traditional sphere occurred with the hiring, in 1913, of a full-time Director of the Homemakers' Clubs (now Women's Institutes).

What is important to note is the current transformation of these traditional models by a feminist pedagogy and Women's Studies content. For example, the PIAF programme, "Perfectionnement des intervenantes et intervenants auprès des femmes" at the Faculté de l'éducation permanente, Université de Montréal, appropriated and transformed traditional domestic economy courses in their project to "travailler dans une perspective féministe à la fois sur la formation reçue par une réflexion épistémologique et sur la pratique professionnelle par un retour critique sur les problèmes rencontrés et les solutions envisagées."

Mount Saint Vincent University is the most striking example of this reorientation of a conventional women's sphere approach by a publicly and politically engaged Women's Studies interdisciplinary perspective. Originally created by the Sisters of Charity of Halifax as an exclusively female institution to provide for and encourage higher education for women, the academy was intended to train the novices and young sisters as teachers. As early as 1914 the religious community, which still owns and operates Mount Saint Vincent, signed a 25-year agreement with Dalhousie University to provide the first two years of a bachelor's degree programme granted by Dalhousie. But long before the end of this first agreement in 1925, Mount Saint Vincent was ready to grant its own degrees and thus became the first and only independent women's college in the British Commonwealth, offering programmes in education, nursing and arts and sciences.

The majority of Women's Studies professors are without tenure and security of employment. They are lecturers and part-time workers, juniors in their departments. While the number of women as students has increased, the number of women as tenured or upper rank professors clearly has not.

Following its recent campaign initiative of raising matching funds for Women's Studies from government and university sources by

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Cet article, de Somer Brodribb, est reproduit de Women's Studies in Canada *publié par Resources for Feminist Research. La mise sur pied des programmes d'études de la femme dans les universités canadiennes remonte à la Commission Bird en 1967, dont le rapport* The Royal Commission on the Status of Women in Canada *a lié la subordination sociale des femmes aux facteurs qui découragent ces dernières à améliorer leur potentiel intellectuel. Il revendiquait l'amélioration de leurs conditions dans les futurs systèmes d'enseignement . Depuis, le nombre de programmes et de cours sur les études de la femme a augmenté régulièrement dans les universités canadiennes. Cet essor est attribuable en grande partie aux pressions énormes exercées sur les universités par la hausse remarquable des effectifs féminins dès le début des années 1970. Le nombre d'étudiantes adultes à temps partiel au 1er cycle a considérablement augmenté, ce qui a entraîné la création de programmes d'études de la femme dans les départements d'éducation permanente. La présence de plus en plus visible des femmes à l'université et la demande croissante d'une éducation correspondant davantage à leurs besoins précis, leurs aspirations et leurs réalités expliquent alors l'octroi de ressources aux cours sur les études de la femme. Mme Brodribb cite l'Institut Simone de Beauvoir de l'Université Concordia et l'Université St. Vincent comme des exemples remarquables d'universités progressistes offrant une perspective interdisciplinaire politiquement engagée en ce qui concerne les études de la femme.*

"Un Québec indépendent dans un Canada uni"

Les études de la femme à l'Université Concordia

par Maïr Verthuy
Institut Simone de Beauvoir
Université Concordia

La boutade d'Yvon Deschamps qui sert de titre à ces propos me paraît convenir particulièrement bien à la situation de l'Institut Simone de Beauvoir à l'Université Concordia. Les études de la femme chez nous sont actuellement dans leur dix-huitième année — l'âge de la majorité! Elles comprennent, d'une part, des cours et séminaires interdisciplinaires portant le titre *Women's Studies* (Etudes de la femme) et, d'autre part, des cours disciplinaires offerts par une vingtaine de départements. Au premier cycles, les étudiant-e-s ont donc la possibilité de suivre un ou plusieurs cours — disciplinaires ou interdisciplinaires — comme électif(s), de s'inscrire à un certificat, une mineure ou une majeure en études de la femme, ces trois programmes étant composés d'un nombre fixe de crédits dans le tronc commun en études de la femme ainsi que d'un certain nombre de crédits dans les cours départementaux. L'Institut est responsable — entre autres — de l'administration des cours interdisciplinaires ainsi que des *programmes* en études de la femme.

Ce système présente des avantages certains. L'existence de cours disciplinaires permet de faire connaître la matière à plusieurs centaines d'étudiantes par an en plus de celles et ceux (et il y en a) qui se spécialisent dans les études de la femme, de rappeler aux départements l'existence de nos travaux, de combiner des approches interdisciplinaire et monodisciplinaire, de pratiquer une forme d'entrisme qui ne compromet en rien notre autonomie.

Mais tout cela ne serait rien, à mon avis, sans l'existence parallèle de l'Institut Simone de Beauvoir avec ses propres cours, ses locaux, son ambiance, ses programmes. Sans un diplôme pour les couronner, les Etudes de la femme n'ont aucune présence réelle. Se contenter d'ajouter un cours en psychologie, en français, en histoire de l'art, etc. équivaut à refuser tout statut autonome à cette discipline. "Add women and stir", ("Rajoutez les femmes au mélange et touillez bien."), dit-on en anglais pour décrire cette façon de rapiécer en quelque sorte les disciplines traditionnelles et qui revient à dire, pourrait-on avancer, qu'il s'agit là d'un simple *point de vue* sur une discipline, qui

Seuls des cours *interdisciplinaires* peuvent transgresser l'organisation patriarcale du savoir, aboutir à la création de paradigmes nouveaux, pour les femmes, pour tout le monde.

y ajoute peut-être une autre dimension mais qui n'en met pas en question les prémisses fondamentales. La psychologie des femmes trouverait ainsi sa place à côté de celle des déviants, par exemple, ou d'autres groupes minoritaires — même si nous constituons la moitié de l'espèce humaine — sans que la question de la "norme" soit reposée.

Ce faisant et ne faisant que cela, nous entérinons en outre la fragmentation actuelle du savoir dans nos universités, allant ainsi à l'encontre du principe même des études de la femme qui veulent restaurer à l'être humain et partant aux sciences dites humaines leur unité originelle. Seuls des cours *interdisciplinaires* peuvent transgresser l'organisation patriarcale du savoir, aboutir à la création de paradigmes nouveaux, pour les femmes, pour tout le monde.

Surtout, en offrant à celles qui s'intéressent à la pensée-femme un lieu où se retrouver, un lieu réservé à cet effet, réservé au brassage libre d'idées autres, l'Institut crée — en même temps qu'une ambiance où les femmes, parce que chez elles, s'épanouissent et s'affirment — et contrairement en cela à un enfermement quelconque, un bouillon de culture qui ne peut que déborder sur l'université entière.

Serait-ce ce qu'on appelle "avoir son drap et l'argent aussi"?

ACADEMIC FREEDOM 6

watch the sparks fly. Scientists (again both males and females) hate to hear that. And we do not look too kindly on those who say it to us. We call them names and we do not want to hire them, or give them tenure, or promote them. And we do this in support of the idea that "Academic freedom carries with it the duty to use that freedom in a manner consistent with the scholarly obligation to base research and teaching on an honest search for knowledge." Obviously anyone who doesn't even understand what science is can't expect to be treated as one who has earned the right to academic freedom. Do we sense a "prescribed doctrine" in there? I myself am not keen on seeing Queen's develop a Department of Astrology, am I guilty of foisting a "prescribed doctrine" on someone?

Scientists are not the only offenders. The AF&T Committee reviewed the case of a woman in a law faculty who was not promoted because her research "was not good enough." The committee saw the letters which the woman had received from reputable, mainstream scholars who saw plenty of merit in her work. Her colleagues could not take it. And with fair and open procedures they denied her promotion. Her university lacked appeal procedures which permitted appeal on the merits. So there was nothing for her to do since her colleagues had used fair rules to behave unfairly.

It is not only women, nor only feminists, who are treated in this way. Nor only scientists or lawyers! The committee has several cases before it now where men's work has received good reviews from external sources and mixed reviews from internal sources and still the men in question have not been promoted or tenured or whatever. However, it appears to us that a young (at least in academic terms) woman with a feminist approach to her work is more likely to run into trouble than a young woman without such an approach, or a man.

The traditional notion of academic freedom runs counter to the practice of censorship. However, many women think that some restraint in the production and dissemination of pornographic material is necessary for our well-being. Some of these women are within the university community. This issue touches librarians in a special way since they may find themselves being required to remove material from a collection or to restrict access to it. It also touches creative artists, writers, actors, filmmakers, as well as social scientists whose primary sources may be threatened. This is a situation where the universal women's concerns and the thrust of academic freedom do not run in tandem. However, if we think about the problem under the two concepts of academic freedom and the elimination of violence against women and children we might just discover a path that hasn't been travelled before.

Academic freedom considerations arise in many situations. You may encounter no problems until a certain decision is made which impedes or hinders you in some way. The impediment can be direct for example, not granting you a job; or, it can be indirect, not adjusting your teaching load to take into account your research.

What can we do to keep the number of bad decisions to a minimum and to assist ourselves in correcting those that inevitably get made? As you might have guessed: fair procedures for regular decision making, and clear, accessible and fair appeal mechanisms which address both procedures and the substance of the case. The professional staff at CAUT, with input and feedback from the AF&T Committee, has put together a readable brochure "What is Fair?" which provides a guide to fair procedures.

Finally, the morals of my stories are: If we take academic freedom seriously, we ought to establish just what we are talking about. We ought to explore the academic freedom implications of the decisions and policies we make. We ought to make policies in an open manner with wide consultation. We ought to have procedures for decision-making which are fair, open and adhered to. This process alone will be helpful in providing a setting which reduces conflicts. And to enable us to resolve conflicts which do arise, we need clear accessible and fair appeal mechanisms which permit review on the merits of the case as well as on the procedures.

HISTORY 11

asking every woman in Canada to donate $1, this Catholic university was granted the first Chair in Women's Studies in 1984. Its history exemplifies the long struggle, beginning with the opening of opportunities for higher education for women, to the formal validation of women's claims to scientifically name their own experiences. As Mount Saint Vincent now describes itself:

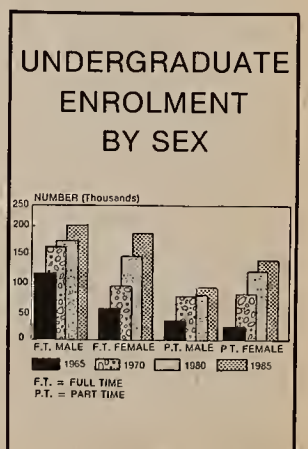
> Although it now accepts men as non-resident students, Mount Saint Vincent University considers the educational needs of women to be paramount and therefore remains sensitive to the needs of women in evolving society . . . . An Institute for the Study of Women was established to promote the equality of women with men through research findings and scholarly activities, which will help create a fuller understanding of the role of women in Canadian society.

All this illustrates the vitality of the women's movement at the institutional level in Canada, but the fragility of these gains is also clear. The permanence of Women's Studies is threatened with each government announcement of redundancy and fiscal exigency. Some Women's Studies courses are vulnerable because they do not have sustained faculty support and are offered at the pleasure of the Dean, or the lecturer can be selected without any consultation with Women's Studies groups or committees on campus. As Greta Hofmann Nemiroff points out:

> Since Women's Studies is usually a programme in universities where the power is based in departments, the field and those women who coordinate the programmes are often marginalized into positions far from the decision-making regarding the allocation of human and material resources in the university. It is, for example, difficult to exert influence over the departments which cross-list Women's Studies courses. The latter is a frequent phenomenon which can convince prospective students that the university in question offers a large spectrum of Women's Studies courses. In reality, so little control is exerted over their content that frequently they have little or no content related specifically to women; some have an underlying ideology which actively disconfirms feminism. A single woman in a department usually cannot exert influence over the content of these courses, nor can a 'co-ordinator' from another discipline.

The majority of Women's Studies professors are without tenure and security of employment. They are lecturers and part-time workers, juniors in their departments. While the number of women as students has increased, the number of women as tenured or upper rank professors clearly has not. Women represented only 17 per cent of the teaching staff at Canadian universities in 1984-85. This represents little gain over the ratio of 11 per cent that was recorded 26 years earlier, 1958-59, an increase of less than 7 per cent.

In these conditions, and considering that relatively few female professors work in the area of Women's Studies, it is surprising that the field is as developed as it is. For example, it was not until 1986 that the Simone de Beauvoir Institute offered a full-time tenure track position, yet it is one of the most renowned in the area of Women's Studies, with nine courses offered directly by the Institute and 20 cross-listed with other departments in 1985-86. All other faculty are members of their own departments, in addition to participating in the Simone de Beauvoir Institute.



Academic feminists and the women's community

by Helen Lenskyj
Dept. of Sociology
OISE

What is the relationship between academic feminists and the women's community? When solidarity is vital to the success of the feminist project, is there mutual concern between the two groups, or is there mutual indifference?

First, we need to establish that we are talking about a very generalized idea of "academic feminists" and "grassroots feminists" in urban, English-speaking Canada. In reality, each group is diverse; its members come from a mix of class, race and ethnic backgrounds, and they vary in age and sexuality.

Large numbers of feminists are active members of both communities. The overlap becomes particularly evident around issues such as reproductive choice and male violence against women, as women of all backgrounds march together in protest demonstrations or lobby elected representatives for political change.

But no doubt there are "closest feminists" in academe (and in business and elsewhere) for whom the costs of being identified "radical" or "political" in a conservative institution are too high. Some university departments are more hospitable than others; the feminist scholar is hardly likely to find her niche in the male-dominated fields of engineering, physics, mathematics or physical education, except perhaps in departments where the pioneering efforts of women in the 1960s and 1970s have changed traditional attitudes.

Misogyny is a daily reality for all women, whether it takes the "polite" liberal form of a male faculty member trivializing the work of a feminist scholar, or the raw hostility of an abusive man shouting obscenities at a shelter worker.

Many feminists outside of academe may find it easier to integrate their work lives with their feminist politics and practice; for example, the vast numbers of feminists working in shelters for battered women and children, rape crisis centres, child sexual abuse agencies, women's health, counselling and referral centres, and women's political and cultural organizations. This is not to suggest that the lot of the grassroots feminist is enviable. The salary of a child care worker in one Toronto women's shelter in 1987 was $23,000, and the position itself is as tenuous as the funding sources; not all shelters can afford even to hire a child care worker.

This brings us to a potential source of conflict between the two feminist communities: the charge that academic feminists are privileged liberals whose major preoccupation is theory. Is there any truth to these claims?

Feminists in each setting have vastly different experiences of sexism, classism, racism and homophobia. Granted, misogyny is a daily reality for all women, whether it takes the "polite" liberal form of a male faculty member trivializing the work of a feminist scholar, or the raw hostility of an abusive man shouting obscenities at a shelter worker. But chances are the feminist scholar in our example has the advantage of middle-class, white, heterosexual privilege, as do the men who make hiring and promotion decisions affecting her career. In this respect, she shares some common ground with privileged white men. Indeed, some women of colour have accused white feminists of valuing their whiteness more than their gender. But she does share with her grassroots sister the experience of being female in a male-dominated society. Her status does not make her immune to sexual harassment or male violence. She, too, may be an abused wife or an incest survivor. The common ground is there to be explored.

Academic feminist communities are typically less diverse in politics, class, race and sexuality than grassroots communities. Systemic sexism, classism, racism and homophobia have long kept working-class women, Black and immigrant women, socialist and lesbian feminists out of academe. It is liberal feminism that is most likely to bloom within the ivy-covered walls. And, to be realistic, in the absence of a publicly funded, woman-centered university, the liberal feminist agendas of affirmative action and equal educational opportunity are valid short-term strategies. As well, there are avenues for academic feminists to support the grassroots women's movement with its political diversity and its more radical agendas.

Consider the material privileges surrounding the academic feminist — especially those she takes for granted. She is able to book meeting rooms, auditoriums and audio-visual equipment; she has access to computers, photocopying, mailing lists, libraries, secretarial help, catering services and recreational facilities. With these support networks, she is able to organize and publicize meetings, conferences, workshops or speakers' series, often at minimal cost. In contrast, a small Toronto feminist organization used up most of its 1987 membership dues on postage and photocopying. Obviously, academic feminists are in a good position to share some of the material benefits with grassroots groups.

Despite the publish-or-perish threat that makes scholarly writing a high priority, many academic feminists are strongly committed to putting their writing and research skills to work for grassroots periodicals, and to publishing with feminist or other progressive presses.

Now let's turn to the charge that academic feminists are "too theoretical." Theory can, and often does mystify more than illuminate, but few feminist scholars share the elitist notion that good scholarship should only be understood by one's colleagues. Most feminist work has a strong interdisciplinary base and a firm connection to political practice, so that feminist academics almost by definition have a commitment to make the role of theory understandable to all women. It's as simple as "if you believe A (about the nature of women's oppression), then you do B (to change the situation)". And, despite the publish-or-perish threat that makes scholarly writing a high priority, many academic feminists are strongly committed to putting their writing and research skills to work for grassroots periodicals, and to publishing with feminist or other progressive presses.

This brings us to the gatekeeping function of academic feminists. As well as their access to the material resources of the university, many academic feminists participate in its power structure. They serve as referees for journals, they plan conferences and they make hiring decisions. In many instances, their power is restricted, but increasingly they are able to challenge male-defined, hierarchical models and to propose more humane, collective approaches.

And so it is disappointing that while so much has changed, so much stays the same within the academic feminist community. Feminist scholars collaborate in the destructive competitiveness of academic life. Publishing continues to take precedence over teaching, or community outreach, or political practice. Freelance researchers, grassroots organizers and students are marginalized in feminist academic journals and conferences. Students feel betrayed by feminist faculty who fail in their mentor role. And racism and homophobia divide and deplete the community. Perhaps feminist academics need to ask themselves if they value their academic status more than their feminism.

Helen Lenskyj, Ph. D. teaches women's studies in the Department of Sociology, Ontario Institute for Studies in Education and is an editor of Resources for Feminist Research. *Her first book was* Out of Bounds: Women, Sport and Sexuality *(Women's Press, 1986).*

WISEST: an initiative to promote women

by Margaret-Ann Armour
Dept. of Chemistry
University of Alberta

Early in 1982, Dr. J. Gordin Kaplan, then Vice-President (Research) at the University of Alberta attended a seminar on microprocessors. The room was packed; there was one woman in the audience. Already concerned by the low participation of women in careers in the sciences and engineering, Dr. Kaplan took action. WISEST, Women in Scholarship, Engineering, Science and Technology was established. The mandate of the committee is to initiate action to increase the percentage of women in decision-making roles in all fields of scholarship. Since women are markedly under-represented in the sciences and engineering, many of the studies and actions of WISEST to date have concentrated on these fields.

WISEST began by gathering data. A study showed that at the University of Alberta in December 1981, 19% of the academic staff was female. In the Faculty of Science it was 5%, and in the Faculty of Engineering, 2%. This proportion was similar to that at many other academic institutions across Canada. When undergraduate student grades during the period 1970-71 to 1981-82 were compared, it was found that in every faculty, including science and engineering, females scored as well as, or better than, their male peers. This continued to be the case in a faculty such as Business as the proportion of female undergraduates grew from 5% in 1970-71 to 40% in 1981-82. Armed with information such as this, WISEST was ready to take action.

Many factors are identified in the literature as affecting the career aspirations of women. Several of these factors were addressed when WISEST founded the University of Alberta Women in Science and Engineering to foster mutual support among women undergraduates, graduate students and staff, and to provide information and encouragement to students in setting their goals and help in reaching them. The group meets monthly during the winter session and a Newsletter is published regularly and sent to over 500 people. Panel discussions on topics such as 'Choosing a Graduate School and a Research Director', 'Gender Role Development' and 'Women in Non-traditional Occupations' have been held, as well as informal discussions and workshops. Distinguished visiting speakers have included Evelyn Fox Keller, author, Rose Sheinin, Vice-dean of graduate studies, University of Toronto, Rosalyn Yalow, nobel laureate, Ursula Franklin, University Professor in Engineering, University of Toronto and Anna Harrison, first female President of the American Chemical Society.

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In a second on-going program, local high school students in their next to final year spend six weeks during July and August as part of a research group at the University. The girls work in the faculties of science and engineering and the boys in the faculties of home economics and nursing. Both students and supervisors have responded positively and several of the girls have chosen post-secondary education in engineering and science because of their summer experience.

WISEST has hosted two conferences, one in 1984 'Steps to a Scientific Career' and, in 1986, a joint one with the Association for the Advancement of Science in Canada entitled 'Confronting Technophobia'. Both meetings attracted about four hundred high school students, undergraduates and professional scientists and engineers. They listened to women speak of their research in the sciences and engineering, met informally with women in non-traditional careers, and participated in professional development workshops.

See WISEST/16

Joan McFarland | Hilary Lips | Mary Russell | Albert Mills | Peter Schwenger

More than a dozen professors, selected from all regions and a wide range of disciplines, were invited to comment on the ways in which feminist scholarship is influencing their work as academics. The responses which were received are printed below. We invite other scholars to participate in this discussion by writing to The Editor, *CAUT Bulletin*.

Social work has traditionally been considered a women's profession in that helping the indigent, the disabled and the homeless has been perceived as a natural extension of the female role. Feminist analysis, however, has demonstrated that, while women have provided those services, they have done so under the direction of men who decided the nature of the assistance and developed the criteria for their administration, often in ways that reinforced women's dependence on men.

Feminist analysis in social work has demonstrated how many current social problems are at least partly rooted in the unequal gender-based distribution of power and dysfunctional sex-role socialization. Wife battering, child abuse, sexual assault and incest are only a few examples of such problems.

Feminist analysis has demonstrated how many of our current solutions to social problems are rooted in sexist assumptions about women's role. Foster care for children is provided largely by women who are accorded little recognition and less remuneration for extremely arduous tasks. Care of the disabled and elderly continues to be defined as a 'family' responsibility, when what is meant is that female relatives should assume these duties, often at considerable cost to their own physical and emotional well-being, while parallel expectations of men are not made.

The challenge for feminist social workers working with feminist scholars in other disciplines is the development of effective remedies for these injustices.

Mary Russell
Associate Professor
School of Social Work
The University of British Columbia

Par tradition, le travail social est une profession que l'on a accolée aux femmes parce que l'aide aux nécessiteux, aux handicapés et aux sans-abris est perçue comme un prolongement naturel du rôle de la femme. Cependant, l'analyse féministe montre que les femmes offrent ces services sous la direction d'hommes qui décident de la nature de l'aide et qui en élaborent les critères d'administration, bien souvent en renforçant la dépendance des femmes vis-à-vis des hommes.

L'analyse féministe, en ce qui concerne le travail social, montre combien les problèmes sociaux actuels proviennent en partie de la répartition inégale du pouvoir entre les hommes et les femmes et d'une mauvaise socialisation du rôle de chaque sexe. Le problème des femmes battues, des enfants maltraités, du harcèlement sexuel et de l'inceste n'en sont que quelques exemples.

L'analyse féministe révèle comment les solutions que nous apportons actuellement aux problèmes sociaux sont tirées d'hypothèses sexistes sur le rôle des femmes. Les enfants placés en foyer nourricier sont en grande partie la responsabilité des femmes. Cette tâche, très ardue, est fort peu reconnue et très peu rémunérée. Les soins aux handicapés et aux personnes âgées continuent d'être une responsabilité "familiale" lorsqu'il est sous-entendu que les femmes de la famille doivent assumer ces fonctions, souvent au détriment de leur bien-être physique et psychologique. Parallèlement, on n'a pas ces attentes envers les hommes.

Pour les travailleuses sociales qui collaborent avec des féministes d'autres disciplines se pose le défi d'élaborer des solutions efficaces à ces injustices.

Mary Russell
Professeure agrégée
Ecole de travail social
Université de la Colombie-Britannique

I entered the field of organizational analysis in Britain in the mid-1970s. It was a discipline dominated by functionalist accounts that gave little or no consideration to gender. My early attempts to teach a degree programme in Organization Studies were seriously hampered by organizational and management theories which steadfastly ignored the significance of gender in the construction and dynamic of organizations. Very few studies sought to analyse the relationship of gender to organizational behaviour. Indeed the practice was to reflect rather than consciously address processes of gender differentiation. Most studies of organization were being pursued from a male-oriented perspective which at best treated aspects of organizational behaviour as typifying men and women alike (e.g., the Hawthorne Studies) and, at worst, treated women as periphery to organizational life (e.g., Blauner's study of alienation).

A number of specific problems hampered my early attempts to teach Organization Studies. A major problem was how to inform students about the fundamentals of organizational analysis but in a way which took account of gender. Firstly, women were "hidden from history". A simple retelling of the development of organizational analysis (i.e., from Taylorism to Human Relations) was to focus upon *employee* behaviour, men and women did not exist as gendered people. Yet, as has since been revealed, the activities of women and of men cannot simply be collapsed into a single category of "employee behaviour". The women "test room" workers in the Hawthorne Studies, for example, *did* respond differently to work norms than the men in the "bank wiring room", but then the women were under the direct control of male supervision in contrast to the so-called "naturalistic" study of the males who were simply observed.

Secondly, where organizational studies did take gender into account it was done in a way that limited its concerns to non-organizational considerations. Blauner's (1967) study of "alienation" is an example of such an approach. Men's statements of dissatisfaction were recorded by Blauner as valid expressions of alienation arising directly out of their working conditions. Women's discontent, on the other hand, was explained by reference to their 'weaker physical stamina' and 'family commitments'.

Thirdly, attempts to apply feminist studies of the sexual division of labour to analysis of organization were generally regarded as illegitimate within the discipline and treated with some scepticism among the students. Organizational studies, dominated by systems approaches, tended to treat family dynamics, gender and sexuality as either "external" to the system or functional to it; the choice was either to draw upon the sexual division of labour as an acceptable set of background assumptions or to regard it as totally irrelevant to organizational analysis.

The way forward — adopted by myself and a number of feminist organizational analysts in Britain, Canada and the US — has involved a process of critiquing existing organizational studies, challenging the legitimacy of functionalism as the only acceptable approach, developing alternative, feminist, ways of conceptualizing the character and agenda of organizational analysis, and embarking upon feminist studies of organization.

Despite these developments, feminism retains the position of challenger to a fundamentally sexist field of organizational analysis. This is particularly so in Canada with little evidence of feminist approaches throughout the field and professional bodies. La lutte continue!

Albert J. Mills
Associate Professor
Organizational Behaviour
Athabasca University

When I was a graduate student, an "underground" article by Naomi Weisstein called "Psychology Constructs the Female, or the Fantasy Life of the Male Psychologist" was circulating among feminists. The article illustrated in gory detail that much of what psychologists "knew" about women was rooted in theories and research that were riddled with sexist bias. That article packs less of a punch now, as much of psychology's then obvious sexism has been cleaned up.

Thanks to the energetic efforts of, first a Task Force, and then an ongoing Committee on the Status of Women in Psychology, psychologists in this country now have guidelines for nonsexist research, nonsexist language, and nonsexist therapy. The Canadian Psychological Association has, in fact, adopted as official policy a statement that sexist research is flawed research and that the support, conduct and publication of sexist research is unethical. A lot has changed since the time, not much longer than a decade ago, when feminist psychologists held an unofficial symposium at the CPA convention because they were not allowed on the program!

Feminist scholarship in psychology has, however, challenged more than the obvious sexism in theory and research. It has helped to stimulate a questioning of the research enterprise itself: the relationship between experimenter and subject, the isolation of behavioral variables from their social context, the impact of individual and social values on even the most carefully conducted research. What feminist scholarship has brought to psychology is a sharp awareness of the way that unquestioned assumptions can shape our conceptual and empirical work.

One way that feminist scholarship has influenced my work is through the challenge implicit in the interdisciplinary nature of this new scholarship. Contact with perspectives from other disciplines, through women's studies journals and conferences, helps to keep me alert to psychology's unquestioned assumptions. Most importantly, this kind of contact creates a sense of scholarly community that transcends disciplinary or departmental boundaries — a situation that seems all too rare in our academic environment.

Hilary Lips
Professor
Dept. of Psychology
University of Winnipeg

Geneviève Dumas | Sarah Shorten | Bruce Kidd | Patricia Valentine | Tom Sinclair-Faulkner

Photo — Stuart Watson

Until very recently, the new feminist scholarship had a minor impact on Canadian nursing. Historically, the relationship between nursing and feminism has been variously described as "uneasy," "obscure" and lacking in mutual interest. Generally, female-dominated professions like nursing have been ignored by feminists because they are considered female ghettos to assiduously avoid. Thus, nurses' uneasiness — "dis-ease" or discomfort — with feminists and feminists' avoidance of nurses has resulted in a barrier being erected that is only now beginning to fall.

The adoption of a feminist perspective has greatly facilitated and enriched my work. It has helped to guide the type of research questions formulated and the type of data analyzed, both of which might, under other circumstances, have been ignored or have been considered to be irrelevant. That is, women's experiences have generally been excluded from the literature and male experiences have been considered the norm. Wearing feminist spectacles has given me the confidence to investigate aspects of the "female world" that are lacking in the research literature. Most importantly, the feminist perspective has made me think deeply about the biased treatment women often receive in the Canadian health care delivery system. It has also caused me to carefully consider the position of female caregivers.

The feminist perspective has taught me that "caring," an essential human need and the "essence" of nursing, according to many nurse researchers, is also strongly associated with feminism. This notion leads me to believe that in the future nursing and feminism will overcome the "dis-ease" in their relationship.

Patricia Valentine
Associate Professor and Associate Dean
Undergraduate Education
Faculty of Nursing
University of Alberta

Arrivée à Queen's au moment même ou le programme d'études sur les femmes était approuvé, je ne suis pas dans la meilleure position pour évaluer les changements dus à la nouvelle perspective féministe à l'université. Je peux cependant faire quelques constatations. La première est que les changements dans ma discipline elle-même, le génie, sont à peu près inexistants. Le génie est une des disciplines les plus fermées aux femmes et on y compte peu de féministes. De plus, la critique féministe de la science s'est surtout développée autour des sciences biologiques mais est pratiquement inexistante pour les sciences "dures" et le génie.

Je crois cependant que l'existence d'études féministes sur le campus permet à certaines préoccupations féministes d'être exprimées et les légitime, du moins en face d'une minorité. Les attitudes officielles me semblent aussi moins sexistes (chacun surveille son langage neutre) et on peut noter un certain malaise et un questionnement face aux accusations de "faculté la plus sexiste". Les changements concrets tardent cependant à venir.

Enfin, pour ce qui est de mon travail, l'influence est indirecte. Le programme d'études sur les femmes m'a permis de rencontrer d'autres chercheuses de l'université ou conférencières invitées pour discuter et réfléchir sur les femmes et la science. Les possibilités de changement dans le cadre de ma faculté et de ma discipline m'apparaissent limitées dans l'immédiat, mais l'augmentation du nombre de femmes pourrait être un facteur de changement.

Geneviève Dumas
Assistant Professor
Dept. of Mechanical Engineering
Queen's University

Feminist research, and in particular its emphasis on including all aspects of human experience, has had a profound effect on almost all areas of philosophic understanding, at least for those ready to hear. The Western philosophic tradition is characterized by a pervasive intellectualism in which the most apparently generous political and ethical theories argue for equality on the basis of viewing persons as (disembodied) individual minds. Theories of knowing focus on the 'objective', 'factual' and interpersonal. Theories about what exists are heavily influenced by scientific progress toward division and analysis. The new understanding is forcing a realization of the limitations of this approach, and the degree to which it fails to address and to recognize areas of human awareness just as 'real' and as pervasive, which include the textures as well as the contents of our experience.

Thus we are witnessing a reappraisal of both historical and contemporary theory, and an enrichment. In addition, we have the opportunity to modify our perception of teaching and its responsibilities. After all, one hopes that university graduates will emerge with the vision and the initiative to change the world for the better, and for this the more inclusive and synoptic their vision the better. Feminist research into the differences between men and women in respect to their educational and classroom experience offers a clear challenge to us all to modify our pedagogic practice. Perhaps less obviously, but nonetheless of importance, feminist analyses of the process of administration and governance point to the possibility of real structural changes in our universities, changes which I think many of us would welcome.

Sarah Shorten
Associate Professor
Dept. of Philosophy
University of Western Ontario

Nous avons invité plus d'une douzaine de professeurs de toutes les régions du pays, qui représentent un éventail de disciplines, à nous faire part de la façon dont les études de la femme influencent leur travail. Les réponses reçues sont reproduites ci-dessous. Nous invitons d'autres universitaires à participer à ce débat en écrivant à la rédactrice en chef du *Bulletin de l'ACPU*.

As a male faculty member at a university whose very purpose is feminist, I found myself in the usual bind of well-intentioned men: to do mainstream feminist research and presumptuously tell women what they're all about; or to relegate myself to the sidelines as a kind of cheerleader. The dilemma solved itself with a single sentence I read in an article by feminist literary critic Annette Kolodny. Speaking on the vexing question of whether a uniquely female way of writing exists, Kolodny wrote "If we insist upon discovering something we can clearly label as a 'feminine mode', then we are honour-bound, also, to delineate its counterpart, the 'masculine mode.' " I could almost hear the click as things fell into place.

For two years before this, I had been a member of men's groups in Toronto and Halifax, but had not made any connection between this and my academic life. I had learned, however, that if "masculinity" is well defined, the relation of individual men to it is not; that ambivalence and paradox often characterize men's relationship to their sex role; and that perhaps men, rather than women, are now the great Unknown. Literature could lead us deeper into this labyrinth than anything else, I felt. Although unsystematized — *because* unsystematized — it could yield uncommon insights about the common condition; and it could provide words for perceptions which, until named, might not even be recognized. With recognition could come change in men; and change in men is a goal of feminism in its broadest and most generous sense.

I began my research on the masculine mode by limiting its scope. It was ludicrous to claim that all men wrote in the same way. I don't believe that language has a sex — though it can be given one by cultural pressures, and can exert counter-pressure to forge new ideas about sex roles. So I confined my investigations to writers plainly writing *about* manhood, who were often explicit about the effect this had on their writing style. All of these writers were from the twentieth century, when (partly as a result of the rising women's movement) virility has become self-conscious, as Virginia Woolf says in *A room of One's Own*.

In writers like Mailer, Hemingway, Mishima, Roth and Kroetsch, I found both unity and variety. All of these authors profoundly distrusted writing on sexual grounds, viewing it as an effeminate activity unworthy of a real man. All of them set out to forge a masculine style that would counteract this. And each version of the masculine style was different from the others — as different, for instance, as the spare tight-lipped style of Hemingway from the flamboyant exhibitionism of Mailer. Each style was a strategy for coping with the masculine dilemma, each teaching something different — about men to men, or to women, and about me to myself.

Phallic Critiques was published in 1984 by Routledge and Kegan Paul. I sent a copy to Annette Kolodny, with my thanks.

Peter Schwenger
Associate Professor
Dept. of English
Mount Saint Vincent University

Jusqu'à tout récemment, les études de la femme n'avaient qu'une influence mineure sur les sciences infirmières au Canada. Au fil des ans, on a qualifié les rapports entre les sciences infirmières et le féminisme de "difficiles", "d'obscurs" et on a dit qu'ils étaient dépourvus d'intérêt mutuel. En règle générale, les féministes ne reconnaissent pas les professions dominées par des femmes, entre autres les sciences infirmières, parce qu'elles sont considérées comme des ghettos féminins qu'il faut éviter assidûment. Par conséquent, ce malaise des infirmières, ou cette gêne, envers les féministes et l'attitude d'évitement de ces dernières ont érigé une barrière entre elles qui commence juste à tomber.

L'adoption d'une perspective féministe a grandement facilité et enrichi mon travail. Cela m'a permis d'orienter le genre de questions à formuler pour la recherche et le genre de données à analyser, lesquelles, en d'autres circonstances, n'ont reçu aucune attention ou ont été jugées hors de propos. En

d'autres termes, les experiences des femmes ont généralement été exclues des publications et les expériences des hommes ont été considérées comme la norme. Munie de lunettes féministes, j'ai pu avec confiance chercher les aspects du "monde des femmes" qui sont absents des publications de recherche. Chose encore plus importante, la perspective féministe m'a permis de réfléchir sérieusement au traitement empreint de préjugés que les femmes subissent souvent dans le système de soins de santé canadien. J'ai également été amenée à étudier attentivement la condition des femmes qui prodiguent des soins.

La perspective féministe m'a en outre enseigné que "soigner", un besoin humain essentiel et "l'essence" de la profession d'infirmières, est aussi fortement associé au féminisme d'après de nombreuses chercheures en sciences infirmières. Cette notion me porte à croire que les sciences infirmières et le féminisme réussiront à l'avenir à surmonter ce malaise dans leurs rapports.

Patricia Valentine
Professeure agrégée et vice-doyenne
Premier cycle
Faculté des scieoces infirmières
Uoiversité de l'Alberta

The most important effect of the new feminist scholarship for me has been that it has given mc an avenue in which to do productive work. Since the early seventies, practically all of my scholarship and at least part of my teaching has been in this new area. I have found the community of feminist scholars to be receptive to my work and generous in their support. I feel that, had this new field not opened up, I might have done little writing. I don't think tbat I could ever have felt comfortable within the confines of traditional economics, the area in which I took my formal training. The other side of the picture, however, is that despite the recognition I have received from others in my field, the nature of my scholarly work has made it difficult to get recognition from my more traditional colleagues within the university.

Another positive note is that the new feminist scholarship has opened up a whole new interdisciplinary world for me. Almost all of my reading now is in the interdisciplinary areas of women's studies and political economy. This perspective has influenced my work to such an extent that I am frequently mistaken for a sociologist — a mistake I take as a compliment, but an amusing one since I am without credentials in that discipline.

Feminist scholarship has had very little influence on mainstream economics. Although topics such as women's participation in the labour force are receiving some attention in the discipline, one realizes, on close examination, that these topics are not taken up in order to examine the effect that these phenomena may have on women but rather to examine the implications they may have for the economy. The work provides information for appropriate functional relationships to plug into aggregate models.

The impact on the area of political economy has been greater. A certain amount of work on the topic of women is encouraged and sought after. However, there is the problem that the new directions taken in feminist methodology have not yet become a part of the methodology of political economy. Also, work which explicitly takes a feminist perspective is viewed as problematic: the work is still in terms of "they-them" and not yet in terms of "we-us".

Joan McFarland
Professor
Dept. of Social Science
St. Thomas University

Ten years ago the ambitious collection *Classics of Western Spirituality* was launched by Paulist Press. Its first volume was not a male treatise but *Showings*, and it was the first time that these mystical writings on the motherhood of God have been published together since Lady Julian of Norwich put pen to paper six centuries ago. But *Showings* was edited by three senior male scholars.

Scholars of religion are increasingly open, even eager, to investigate themes identified by feminists as important. Furthermore, I estimate that one-third of the students and new faculty members in Canadian seminaries and graduate departments today are women — a jump from scarcely 10% 20 years ago. Recently, *Studies in Religion/Sciences Religieuses,* the official journal of six Canadian learned societies, has begun receiving manuscripts in about the same proportion from women, and today two of its five editors are women.

But there is no reason to suppose that this sharp increase in the role that women play in the study of religion at comparatively junior levels in Canada will necessarily be followed by a similar shift at senior levels. Given traditional Canadian career patterns, female scholars of religion confronting the long haul in tenure and promotion legitimately echo Germaine Greer's protest: "I need a *wife* too!" In the meantime, however, the objects of distinctively feminist study are clearly here to stay for everyone, male and female. One result is that the use of inclusive language has come to be expected in the study of religion in Canada universities.

Tom Sinclair-Faulkner
Associate Professor
Dept. of Comparative Religion
Dalhousie University

Feminist scholarship has had a profound impact upon the sociocultural study of sport and physical education. It has forced us to recognize the gendered nature of physical activity and to question the traditional exclusion of most females from sport.

It has reinforced and extended the social history insight that modern sport is not the universal, transhistorical practice it was once thought to be, but a family of related activities developed under the specific conditions of rapidly industrializing nineteenth century Britain and spread by immigration, emulation and imperialism. We now also understand sports as "male practices", developed by males for males, without the needs and experiences of females being taken into account in any way, in the context of first-wave feminism.

Feminist scholarship has helped us analyse the extent to which male-female performance differences in sport are the result of opportunity and socialization patterns rather than "biology". In addition, it has offered insight into how state programs of physical education and fitness contain implicit reproductive strategies and further the sexual division of labour.

These insights have had only a moderate impact upon practice in the professions related to physical education, however. Although some barriers to full female participation in physical activity have been reducd, most of the patriarchal expectations still prevail.

Bruce Kidd
Associate Professor
School of Physical and Health Education
University of Toronto

Les études de la femme ont eu une profonde influence sur l'étude socioculturelle du sport et de l'éducation physique. Cette influence nous a forcés à reconnaître la nature hétérogène de l'activité physique et à nous interroger sur l'exclusion traditionnelle du sport de la majorité des femmes.

Elles ont renforcé et élargi le point de vue socio-historique selon lequel le sport moderne n'est plus cette pratique universelle et trans-historique que l'on croyait jadis, mais une famille d'activités connexes créés selon des conditions précises provoquées par l'industrialisation rapide de la Grande-Bretagne au dix-neuvième siècle et qui se sont répandues par l'intermédiaire de l'immigration, l'émulation et l'impérialisme. En outre, nous comprenons maintenant que les sports sont "des pratiques d'hommes", créés par des hommes pour des hommes, sans que l'on tienne compte des besoins et de l'expérience des femmes dans la perspective du féminisme de la première vague.

Les études de la femme nous ont aidés à analyser jusqu'à quel point les différences de rendement entre les hommes et les femmes dans le sport sont le fruit de modèles opportunistes et sociaux plutôt que "biologiques". En outre, elles nous ont fait voir comment les programmes d'éducation et de conditionnement physique gouvernmentaux encouragent la division du travail entre les sexes.

Cette sensibilisation n'a eu cependant qu'une influence modérée sur la pratique des professions connexes à l'éducation physique, Bien que certains obstacles à la pleine participation des femmes à l'activité physique aient été surmontés, la plupart des attentes patriarcales prévalent encore.

Bruce Kidd
Professeur agrégé
Ecole d'éducation physique et de santé
Université de Toronto

A discussion of the influences of feminist scholarship on my work and my discipline will be interdisciplinary of necessity, not only because feminist scholarship focuses on relationships among disciplines, but also because Music Education is itself interdisciplinary, drawing its content from both Music and Education. It is this creation of new concepts and relationships consequent to interdisciplinary work that makes feminist scholarship in Music Education so fascinating.

Feminist scholarship has been a part of my work since graduate school, where every paper I wrote addressed questions regarding the history and/or status of "women in/and music" or "feminism in education," even when the course was not in Women's Studies. My feminist perspective of Music Education continues to direct my research, where currently I am examining the impact of gender and race in music class interactions. This same perspective informs my teaching, especially in educating future music teachers. The relationships between educational and theory and feminist theory, between musical content and feminist process, between artistic expression and political statement form important frames of reference for this work.

There is greater acknowledgement of *feminist* scholarship in education research than there is in music research. Much work is being done in Education in terms of balancing curriculum content to accurately represent women, intervening sexist educational practice, promoting career options for women, analyzing gender differences, and so forth (though I wonder how much of this new knowledge is integrated actively into teacher training programs in the universities.)

Music is still at the add-women-and-stir level of feminist consciousness. This is evident in the "women in/and music" class where history is re-discovered but infrequently analyzed within a feminist framework. Historical research has burgeoned over the past decade, but it often is not as analytical as is similar scholarship in other disciplines, e.g., literature. There is now a phenomenal amount of published material, especially biographies of musical women, in comparison to five years ago.

Women Making Music (Bowers and Tick, 1986) is the first text to move out of the contributory towards a compensatory stage of women in music history; however, musicologists have yet to examine the relationships between women and music in such a way as to question the very structure of the discipline itself. While Music needs further research into women in music history, there is enough information readily available to begin defining the contexts of women in music and relationships of women to music.

Roberta Lamb
Assistant Professor
Schooi of Music
Brandon University

Readers are iovited to submit commentaries of 250 words maximum on the effects of feminist scholarships oo their disciplines.

Nous iovitoos les lecteurs à soumettre des commentaires de 250 mots au maximum sur l'influence des études de la femme sur leur discipline. Le manque d'espace oous oblige à publier la traduction française de plusieurs des commentaires dans le numéro d'avril.

WISEST 13

A member of WISEST has compiled a Bibliography on Women in Pure and Applied Science. It contains over 2,000 entries and is maintained online on the SPIRES database management system on the Amdahl mainframe computer at the University of Alberta.

In May of 1985, WISEST became a founding member with four other groups of CWEST, Canadian Women.in Engineering, Science and Technology. The other constituent groups are the Society for Canadian Women in Science and Technology (SCWIST), based in Vancouver, the Association of Women Engineers (AWE), based in Calgary, the Canadian Association for Women in Science (CAWIS) and Women in Science and Engineering (WISE), both based in Toronto.

All of these groups have a similar mandate and perhaps the most important functions of the fledgling organization are to encourage networking among the members across the country and to provide a means of presenting briefs and lobbying as a united group. It is planned to organize joint conferences at two-year intervals. The 1987 conference 'Alert to the Future' was hosted by AWE in Calgary in October.

Why are so many people giving of their time and effort to increase the number of women in the sciences and engineering? There are the obvious reasons: many traditional women's jobs are disappearing and the jobs that are available require technological training; our country needs to use all of its most important natural resource, its brainpower; women should be free to choose any career; but more fundamentally, and perhaps most importantly, science needs women.

McMASTER UNIVERSITY
CHAIRMAN
DEPARTMENT OF MEDICINE

McMaster University invites applications or nominations for the Chair in the Department of Medicine. The term of this appointment is five years, renewable once.

This position, available July 1, 1988, requires a medically qualified individual with administrative experience in an academic or institutional setting and a strong commitment to research. The Chairman of this department will have clinical and educational responsibilities which are spread throughout five teaching hospitals in the city. He will also be responsible for ensuring that the academic disciplines in the undergraduate and graduate programmes of the Faculty, represented in Medicine, are of the highest quality.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications and/or nominations, accompanied by a detailed curriculum vitae and names of three referees, should be directed to:

Dr. S.M. MacLeod
Dean, Faculty of Health Sciences
McMaster University
1200 Main Street West
Hamilton, Ontario
L8N 3Z5

The Council of Maritime Premiers
MARITIME PROVINCES HIGHER EDUCATION COMMISSION
Fredericton, N.B.

Conseil des premiers ministres des Maritimes
COMMISSION DE L'ENSEIGNEMENT SUPÉRIEUR DES PROVINCES MARITIMES
Fredericton (N.-B.)

DIRECTOR OF RESEARCH AND ACADEMIC PLANNING

The Commission is an agency of the Council of Maritime Premiers established to assist the governments and institutions of the region in attaining a more efficient and effective utilization of resources in the field of higher education. The Commission advises the Council and provincial governments on post-secondary education needs.

Reporting directly to the Chairman of the Commission, the Director of Research and Academic Planning is responsible for research activities related to post-secondary programme planning and development and for maintaining the Commission's data base. The Director coordinates programme planning committees, liaises with various national and provincial organizations, and supervises a small staff.

The qualifications for this senior position should include extensive teaching and academic administrative experience in post-secondary education, education at least to the Master's degree level with an earned Ph.D. degree preferred, and competence in both official languages. In addition, it would be desirable for the successful candidate to be familiar with Canadian post-secondary education data sources and structures.

Salary for this position is negotiable.

Interested candidates are invited to submit a curriculum vitae by March 31, 1988 to:

Maritime Provinces Higher Education Commission
P.O. Box 6000
Suite 450, King's Place
Fredericton, N.B.
E3B 5H1

DIRECTEUR DE LA RECHERCHE ET DE LA PLANIFICATION ACADEMIQUE

La Commission est un organisme du Conseil des premiers ministres des Maritimes mis sur pied pour aider les gouvernements et les établissements de la région à utiliser et à répartir leurs ressources plus avantageusement et plus efectivement dans le domaine de l'enseignement supérieur. La Commission conseille les premiers ministres et les gouvernements quant aux besoins en matière d'enseignement postsecondaire.

Faisant rapport directement au président de la Commission, le directeur de la recherche et de la planification académique a la responsabilité d'entreprendre des activités de recherche se rapportant à l'élaboration et au développement de programmes d'enseignement postsecondaire et de maintenir la base de données de la Commission. Le directeur coordonne les comités de planification de programmes, assure la liaison avec divers organismes fédéraux et provinciaux, et dirige un petit groupe d'employés.

Les conditions de candidature pour ce poste élevé devraient inclure une vaste expérience dans le milieu de l'enseignement postsecondaire autant au niveau pédagogique qu'administratif, une formation atteignant au moins le niveau de la maîtrise mais préférablement celui du doctorat, et une bonne connaissance des deux langues officielles. Il serait aussi désirable que le candidat choisi soit familier avec les sources de données et les structures de l'enseignement postsecondaire canadien.

Le salaire est à discuter.

Les candidats intéressés sont invités à faire parvenir un curriculum vitae au plus tard le 31 mars 1988 à la:

Commission de l'enseignement supérieur des provinces Maritimes
c.p. 6000
Suite 450, King's Place
Fredericton (N.-B.)
E3B 5H1

FACULTY OF FINE ARTS

Department of Visual Arts

Six Full-Time Sessionals, Studio — Visual Arts

Six 9-month contractually-limited appointments at the Assistant Professor level in the studio area of the undergraduate program, to teach in the following areas: Drawing, Foundation, Graphics, Interdisciplinary, Painting, Sculpture and/or the MFA graduate program. The combination of each appointment will be determined upon review of submitted applications. Preference will be made in one appointment for a person qualified to teach a feminist studio course. Positions are effective September 1, 1988 to May 31, 1989.

These appointments are sabbatical and leave replacements. Responsibilities include the preparation and presentation of course material and grading of assignments; office hours for individual student contact; area planning; student advising and evaluation of student applications; Faculty and/or Departmental committee work, and research/scholarly/creative/professional activity.

Applicants must be mature working artists with a strong exhibition record. The ability to communicate effectively in English is essential. Preferred are a graduate degree in Visual Arts or equivalent as well as teaching experience at a post-secondary institution.

Part-time Teaching: History of Photography

Appointment effective September 1 to April 30, 1989. Salary: $8,445.

Applicants must have a thorough knowledge of the history and technology of photography from its origins to the present, with concentration on the careers of individual photographers as well as the movements, esthetics and different theories that have been put forward regarding this medium. Source material for this course will be the responsibility of the appointee.

MA in Art History or equivalent with extensive publications required. Ph.D. in Art History with extensive publications preferred. Ability to communicate effectively in English is essential.

This position will be in the part-time faculty bargaining unit and is subject to the Collective Agreement between CUEW (Canadian Union of Educational Workers) and York University.

Apply by March 31, 1988 to:
Ted Bieler, Chair, Department of Visual Arts,
Faculty of Fine Arts, York University,
North York, Ontario M3J 1P3

York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University of Manitoba

DIRECTOR COUNSELLING SERVICE

The University of Manitoba invites applications for the position of Director, Counselling Service.

The Counselling Service is part of a broad based Student Affairs program including Admissions, Student Records, Housing, Financial Aid, Health Services and Special Programs. The Counselling unit incorporates a Career Resource Centre and is involved in counsellor training. With a professional staff of nine, counselling provides comprehensive services ranging from personal and career counselling to developmental group work.

Reporting to the Executive Director of Student Affairs, the Director of Counselling Service is responsible for the provision of counselling services to the University's student community; the planning and implementation of policies and programs as they may affect Counselling Service; the direction, development, and evaluation of staff resources; and the development, allocation and control of the unit's budget.

The successful candidate will preferably possess a doctorate in Counselling or a related area and have a proven record of achievement as a counsellor. Applicants should have demonstrated administrative experience, exemplary interpersonal and management skills, and the ability to provide dynamic leadership to Counselling Service within the team oriented concept of Student Affairs.

Both women and men are encouraged to apply. In accordance with Canadian immigration, this advertisement is directed to Canadian citizens and permanent residents.

Applications, including a résumé and the names of three referees, should be submitted by April 1, 1988 to: **Dr. David R. Morphy, Executive Director, Student Affairs, University of Manitoba, 208 Administration Building, Winnipeg, Manitoba, R3T 2N2.**

The appointment will commence July 1, 1988.

TRINITY COLLEGE

DEAN OF MEN STUDENTS

The College invites applications for the position of Dean of Men, Trinity College. The position becomes available July 1, 1988 and involves a commitment of up to 2/3rds time. The Dean will live in residence and be responsible for the welfare of both resident and non-resident Men of College. An apartment is provided.

A graduate degree with prior experience of residential life preferred. Deadline for applications: March 31, 1988. Applications should be directed to Professor G.A.B. Watson, Chairman, Search Committee, Trinity College, 6 Hoskin Avenue, Toronto, Ontario, M5S 1H8.

DALHOUSIE UNIVERSITY
SCHOOL OF HEALTH SERVICES ADMINISTRATION

The School of Health Services Administration invites applications from candidates for a full-time probationary/tenure track position at the Assistant/Associate Professor level beginning July 1, 1988 or by arrangement.

The successful candidate will be expected to teach courses in the Master's program in Health Services Administration on "Health Policy", "Health Institutional Management" and "Organizational Theory". In addition, interest in teaching courses in one or two of the following areas would be desirable: "Long Term Care Administration", "Nursing Administration", "Health Ethics", "Health Law", "Public Health Administration", and "Mental Health Administration".

Doctoral or equivalent professional and academic experience is required. Salary will be in accordance with such qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents of Canada. Dalhousie University has a policy of affirmative action with respect to the employment of women. The availability of this position is subject to budget review.

Applications and résumés including names, addresses, and telephone numbers of three references should be mailed before April 11, 1988 to:

Professor Lawrence J. Nestman, Director
School of Health Services Administration

Dalhousie University
1234 Seymour Street
Halifax, Nova Scotia
B3H 3M3
(902) 424-7097.

FACULTY OF FINE ARTS

Teaching Position, Theatre Studies

A full-time contractually-limited appointment at the Assistant Professor level, effective September 1, 1988 to May 31, 1989. Position is subject to budgetary approval by the University.

Candidates should have the ability to teach courses in dramaturgy, playwriting and research methodology at the undergraduate and graduate level. A strong background in Canadian theatre studies is required. Preferred candidates will have an advanced degree in theatre studies and/or teaching experience at the post-secondary level and/or professional theatre experience.

Apply with curriculum vitae and names of three referees **by April 30, 1988** to:
Professor Ron Singer, Chair,
Department of Theatre,
Faculty of Fine Arts,
York University,
North York, Ontario M3J 1P3

York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SCHOOL OF EDUCATION ACADIA UNIVERSITY POSITION AVAILABLE

Applications are invited for a three year Contractually Limited Term position in the School of Education, Acadia University. The School offers programmes which have a strong **Spatial Education** focus at the undergraduate level and a commitment to **Counsellor Education** at the graduate level. **Qualifications required:** 1. a doctorate (or near completion); 2. demonstrated commitment to research; 3. successful teaching experience at the elementary or secondary school, and; 4. a background in Science Education, Administration and/or Foundations of Education would be an asset. Duties will include an appropriate combination of undergraduate and graduate teaching/student supervision, and research and scholarship. Rank and salary commensurate with qualifications and experience. The position is available as of July 1, 1988. Applications will be accepted until April 15, 1988. In accordance with Canadian immigration, priority will be given to Canadian citizens and permanent residents. Acadia is an equal opportunity employer; applications from men and women are encouraged. Applicants should forward their curriculum vitae and the names of three referees to: **Prof. Heather Hemming, (Chairperson), Search Committee, School of Education, Acadia University, Wolfville, NS, B0P 1X0.**

Brock University

APPLIED LINGUISTICS/TESL

Applications are invited for a one-year sabbatical replacement (with the possibility of renewal), at the Assistant Professor level, in Comparative Phonetics/TESL, to commence on July 1, 1988. Duties may include teaching first year ESL and/or TESL courses, a 2nd year TESL course in comparative English/French phonetics, and a 4th year TESL course in the comprehension approach to second language acquisition. The successful candidate will hold the Ph.D. in Applied Linguistics/TESL, have a strong teaching and research record in TESL and phonetics, and be fluent in French. Administrative experience in University-level ESL programs will be an asset. Please send a C.V., including the names of three referees, to **Dr. Glenwood H. Irons, Chairperson, Department of Applied Language Studies, Brock University, St. Catharines, Ontario, L2S 3A1.** In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada. Brock University is an equal opportunity employer.

Applications are invited for two appointments, (subject to final budget approval) in the field of Canadian Politics with an emphasis on Public Policy in the Department of Political Studies: (1) A tenure track appointment at the rank of Assistant Professor; and (2) A term appointment at the rank of Assistant Professor, and/or Lecturer, depending on qualifications and experience. The first position requires a completed Ph.D.; for the second position, preference will be given to persons possessing a Ph.D. For either position, teaching experience and refereed publications are highly desirable. In accordance with Canada Employment and Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Both women and men are encouraged to apply. Applications, including a curriculum vitae and the names of three referees, should be sent by March 31, 1988 to **Prof. K.M. Reshaur, Head, Department of Political Studies, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.**

Anthropology

Trent University: Applications are invited for one one-year limited-term appointment at the Lecturer or Assistant Professor level beginning 1 July, 1988. Preferred candidates will possess demonstrated strengths in undergreduate teaching and in research. Instructional duties will include the teaching of two sections of a Latin America course, one on campus and one in Oshawa, plus the spring halves of Introductory Cultural Anthropology and Field Methods in Cultural Anthropology. Ph.D. or near Ph.D. required. Letters of application including curriculum vitae and the names and addresses of three referees should be sent to **Professor Roy S. Hagman, Chair, Department of Anthropology, Trent University, Peterborough, Ontario, K9J 7B8.** The deadline for applications is 15 April, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University of British Columbia
Department of Oral Biology
Molecular Biologist/Biochemist

Applications are invited for a tenure track position at the level of Assistant Professor in the area of Molecular Biology/Biochemistry. The position will be available in the 1988-89 academic year and is subject to final budgetary approval. Applicants must have a D.D.S. or equivalent, and a Ph.D. in Molecular Biology or Biochemistry. The ideal individual would have a number of years of independent research and a proven record of attracting grant support. The most appropriate research experience would be in the area of interaction of microbes with oral tissues. Salary will be commensurate with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be received by June 1, 1988. Applicants should send a curriculum vitae, a summary of research interests, and the names and addresses of three references to **Dr. Donald M. Brunette, Department of Oral Biology, Faculty of Dentistry, The University of British Columbia, 2199 Wesbrook Mall, Vancouver, B.C. V6T 1Z7.**

Brock University

Apolications are invited tot e tenure-track position in socio-linguistics and curriculum and methodology of TESL, and a limited contract position in TESL syntax or grammer. Both positions are at the level of Assistant Professor and commence on July 1, 1988. Candidates should have a Ph.D., teaching experience and a research record in TESL/Apolied Linguistics. Administrative experience in University-level ESL programs will be an asset. Please send curriculum vitae, including the names of three referees, to Dr. Cecil A. Abrahams, Dean of Humanities, Brock University, St. Catharines, Ontario, L2S 3A1. Closingdate: April 15, 1988. Brock University is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

The University of Manitoba
ASSISTANT PROFESSOR

The Department of Applied Mathematics, University of Manitoba invites applications for a tenure track appointment at the rank of Assistant Professor, commencing July 1, 1988. Applicants should hold a Ph.D. degree. Preference will be given to applicants in the areas of numerical analysis, finite elements or nonlinear waves, but other areas of specialization will also be considered.

Both men and women are encouraged to apply. In accordance with Canadian Immigration, this advertisement is directed to Canadian citizens and permanent residents.

Send application, including curriculum vitae and three letters of reference to: **CHAIRMAN, SEARCH COMMITTEE, DEPARTMENT OF APPLIED MATHEMATICS, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2.**

Applications will be received until April 30th, 1988.

RESEARCH ASSOCIATE

The Health Education Division of the School of Recreation, Physical and Health Education invites applications for the position of Research Associate to work on the Dartmouth Health Promotion Study, which is a demonstration project that will permit a research-based evaluation of the impact of delivering a comprehensive school-health-promotion program in coordinated fashion on the health and scholastic performance and achievement of students in grades four through six. This full-time, grant-paid position is scheduled to exist for the 15 month period of June, 1988 through August 1, 1989. During this period, the Research Associate, in consultation with the Dartmouth Health Promotion Study Steering Committee (which includes the project's Coordinator of Evaluation and Research and its Coordinator of Planning and Implementation), and a Research Advisory Committee established under Health and Welfare Canada's National Health Research and Development Program, will:

- specify program objectives and indicators of program impact;
- procure available measurement instruments, and develop instruments as necessary;
- assist with in-service training regarding testing procedures and rationales;
- obtain baseline data;
- develop code-books and enter baseline data into computer-storage, and
- do pilot-runs of proposed analyses, using baseline data, and, where necessary, "dummy data";
- develop a detailed proposal for a further grant to support the cost of evaluating the process and determining the impact of this project over the subsequent four to five years.

The successful applicant will have completed a doctoral degree in a field such as community health, health behaviour/education/promotion, or biostatistics and epidemiology. In addition to possessing well-developed writing and library-research skills, and the ability to work well with others, she or he will be able to work independently in the following areas: testing and measuring; analyzing large sets of data inferentially and descriptively; conducting process evaluations.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should include biographical information and the names of three referees. Please submit inquiries and applications to:

E.G. Belzer Jr., Ph. D., Head
Health Education Division
School of Recreation, Physical and Health Education
Faculty of Health Professions
Dalhousie University
Halifax, N.S. B3H 3J5
(902) 424-1203

L'Université sollicite des candidatures au poste de:
PROFESSEUR EN GÉNIE MÉCANIQUE
(Poste régulier)

Ce poste est offert également aux femmes et aux hommes

Lors de son engagement, le professeur à temps plein se voit attribuer un des rangs professoraux définis dans la convention collective selon sa formation et son expérience. Le traitement annuel est établi aussi selon la formation et l'expérience.

Fonctions: Enseignement et recherche aux niveaux du 1er et du 2e cycles.

Formation: Ph.D. ou l'équivalent. Les candidats et candidates devront posséder une formation dans les différents domaines de génie mécanique préférablement en: conception et fabrication assistées par ordinateur, mécanique des fluides, thermodynamique appliquée et éléments de machine. La maîtrise de la langue française tant orale qu'écrite est essentielle.

Entrée en fonction: Sous réserve d'approbation budgétaire, l'entrée en fonction est le 1er juillet 1988. Les candidatures pourront être considérées dès leur réception et selon leur ordre d'arrivée. Toute candidature doit comporter un curriculum vitae détaillé avec le nom de trois (3) répondants et être transmise au plus tard le 1er avril 1988.

Communiquer avec:
Le Directeur
École de génie
Faculté des sciences et de génie
Centre universitaire de Moncton
Moncton (Nouveau-Brunswick) E1A 3E9
Téléphone: (506) 858-4309

Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents seulement.

DOYEN
FACULTÉ DES HUMANITÉS

L'Université Laurentienne sollicite des candidatures au poste de Doyen de la Faculté des humanités. La nomination entrera en vigueur le 1er juillet 1988 ou dès que possible après cette date. La personne choisie sera nommée pour cinq ans et son mandat pourra être renouvelé.

La Faculté offre des programmes de premier cycle en Français, English, Langues modernes et Philosophie. Le Doyen assume également la responsabilité pédagogique des programmes en Humanités offerts aux trois universités fédérées à La Laurentienne, soit Huntington, Thorneloe et l'Université de Sudbury.

Les candidats doivent posséder une forte expérience universitaire en recherche, une compétence en administration universitaire et des aptitudes manifestes de leadership et de communication.

L'Université Laurentienne dirige ses affaires en français et en anglais.

Les candidatures, accompagnées d'un curriculum vitae détaillé et des noms de trois répondants, doivent parvenir avant le 30 mars 1988 à

Professeur Charles-H. Bélanger
Vice-recteur à l'enseignement et à la recherche
Université Laurentienne
Chemin du lac Ramsey
Sudbury (Ontario)
P3E 2C6

Ce poste est ouvert aux femmes et aux hommes.

Université Laurentienne

DEAN
FACULTY OF HUMANITIES

Laurentian University invites applications for the position of Dean, Faculty of Humanities. This appointment is to be effective July 1, 1988 or as soon es possible thereafter. The term of appointment is for five years with the possibility of renewal.

The Faculty includes undergraduate programmes in English, Français, Modern Languages and Philosophy. The Dean also has academic responsibility tor humanities programmes in the three universities federated with Laurentian: Huntington, Thorneloe and the University of Sudbury.

A strong academic background in research, competence in university administration and clear abilities in leadership and communication are essential.

Laurentian University conducts its business in English and French.

Applications, accompanied by a detailed curriculum vitae and names of three referees, should be sent by March 30, 1988 to

Dr. Cherles H. Bélanger
Vice-President, Academic
Laurentian University
Ramsey Lake Road
Sudbury, Ontario
P3E 2C6

The position is open to men and women.

Laurentian University

Brock University

ENVIRONMENTAL STUDIES

Six-month sabbatical replacement position to teach 2 1/2 courses in the period September-December 1988. Duties include an undergraduate second-year Environmental Studies course, a third-year specialty course in some area of environment and/or resource studies, contributions to fourth-year seminar course, and possible honors thesis supervision. At least a Masters degree and some teaching experience required. Suitable background would include applied ecology, environmental planning and resource management. Salary commensurate with qualifications. Brock University is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send Curriculum Vitae and names of two referees by the end of March 1988 to: **F. Berkes, Director, Institute of Urban and Environmental Studies, Brock University, St. Catharines, Ontario, L2S 3A1.**

University of Windsor

COMMUNICATION STUDIES

Applications are invited for two one-year, limited-term appointments in one or more specialties from among: communication and culture, instruction/organizational communication, introductory communication studies, radio-TV-film production, communication theory and research methodology (particularly quantitative), development and international communication, communication policy (with a Canadian emphasis), and critical studies. Candidates should possess a Ph.D. or equivalent, or an M.A. and significant professional experience. Teaching experience and a publication/research record are preferred. One appointment will be at the Lecturer or Assistant Professor level and the other at the Assistant or Associate Professor level, depending upon qualifications. Salary levels will be set according to the scales in the **Collective Agreement.** The appointments will run from July 1, 1988 to June 30, 1989, and the deadline for applications is April 30, 1988 or until suitable applicants are appointed. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Windsor offers equal opportunity for employment to qualified female and male applicants. Submit letter of application with complete curriculum vitae and the names of three referees to **Professor James M. Linton, Head, Department of Communication Studies, University of Windsor, Windsor, Ontario, N9B 3P4.**

Positions Available/Postes vacants

ACCOUNTANCY

UNIVERSITY OF WATERLOO. Business Administration, Accounting. Applications are invited for faculty positions from those with teaching and research interests in (i) financial accounting, (ii) finance, (iii) information systems, (iv) auditing, (v) taxation. Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1988 or by arrangement. Appointments available until positions filled. Send resumes to Dr. Morley Lemon, Acting Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Applications from women candidates are particularly welcome.

ADMINISTRATIVE POSITION

CONRAD GREBEL COLLEGE. College President. The Board of Governors of Conrad Grebel College invites applications and or nominations for the position of President. The President is the Chief Executive Officer of the College and is responsible to the Board of Governors. Conrad Grebel College is a Mennonite residential and teaching college affiliated with the University of Waterloo offering programs of study at both the undergraduate and graduate levels. Qualifications include: 1) demonstrated leadership and administrative ability; 2) proven skills in communication, public relations and institutional development; 3) an understanding of the Canadian university system and the role of Canadian church colleges; 4) a commitment to maintain strong relationships with the Mennonite constituency of the college. The successful candidate should have an earned doctoral degree. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. The appointment will be effective July 1, 1989. Applications and resumes should be received by April 15, 1988 and addressed to Presidential Search Committee, Conrad Grebel College, Waterloo, Ontario, N2L 3G6.

ADMINISTRATIVE STUDIES

YORK UNIVERSITY. Faculty of Administrative Studies. Commencing July 1, 1988, and July 1, 1989, faculty positions will be available in the following areas: Accounting, Behavioural Science, Economics, Labour Relations, Finance, Management Science, Management Information Systems, Marketing, Policy & Environment, Management Policy, Production Management. These positions are subject to budget approval and in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. Rank and salary are open. Successful candidates will be expected to be active in research and to teach in the Ph.D., Masters, and Undergraduate Programmes. Contractually limited Appointments are also available. Please submit curriculum vitae and references to: Alan B. Hockin, Dean, Faculty of Administrative Studies, York University, 4700 Keele Street, North York, Ontario, Canada M3J 1P3. Deadline for submissions — when positions are filled.

ANATOMY

UNIVERSITY OF MANITOBA. Department of Anatomy. Applications are invited for a probationary (tenure track) position at the rank of an Assistant/Associate Professor beginning August 1, 1988. Applicants must have an M.D. or PhD. degree, or equivalent, at least two years postdoctoral experience, and be able to develop a strong independent research program in order to attract extramural funding at the national level. Research interests should be in the area of developmental/reproductive biology or cellular and molecular histology or neurosciences. Primary teaching responsibilities will be in gross anatomy and neuroanatomy to medical and allied rehabilitation students. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit their curriculum vitae, an outline of their research goals, and arrange for three letters of reference to be sent to: Dr. J.A. Thliveris, Professor and Acting Head, Department of Anatomy, Faculty of Medicine, University of Manitoba, Winnipeg, Manitoba, R3E 0W3. Deadline for applications is April 1, 1988

UNIVERSITY OF OTTAWA. Anatomy. Applications are invited for two (2) Medical Research Council of Canada Scholarships to be sponsored by the Department of Anatomy. Candidates pursuing research in the areas of (1) Cell Biology or (2) Developmental Biology or Embryology are encouraged to apply. Preference will be given to individuals who use modern morphological techniques. Well equipped tissue culture and electron microscopic facilities are available. It is anticipated that the positions will be transformed into currently established track appointments. Successful applicants will be sponsored in the 1988 competition for appointment in July, 1989. Send by April 15, 1988, a curriculum vitae, statement of research interests, reprints and three letters of reference to: Search Committee, Department of Anatomy, University of Ottawa, 451 Smyth Road, Ottawa, Ontario, Canada K1H 8M5.

ANTHROPOLOGY & ARCHAEOLOGY

UNIVERSITY OF ALBERTA. Physical Anthropology. The University of Alberta, Department of Anthropology, invites applications from physical anthropologists, archaeologists and archaeologists with training in biological anthropology, for a tenure-track position at the junior Assistant Professor level. The successful candidate will hold a Ph.D., and preference will be given to candidates who have, or are willing to undertake research in the North Canadian Arctic. Duties include introductory physical anthropology, human biology, human evolution, paleoanthropology, and medical anthropology. Effective date of appointment: July 1, 1988. Salary - $31,612.00. Closing date for receipt of applications - March 31, 1988. Send curriculum vitae and names of at least three references to: Chairman, Selection Committee, Department of Anthropology, University of Alberta, Edmonton, Alberta, Canada T6G 2H4. The University of Alberta is committed to the principle of equity in employment. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF SASKATCHEWAN. Ethnology. Applications are invited for a 10-month term appointment for a sabbatical replacement position in Ethnology at the level of Instructor commencing September 1, 1988. A successful candidate will have completed a Ph.D. or be close to completing it and must have a strong commitment to teaching and research in the area of medical anthropology and/or applied ethnology. The candidate will carry a teaching load of five (13-week semester) courses but may have to do only four course preparations. Teaching will involve an introductory section of ethnology, introduction to ethnological theory and social structure, anthropology of health systems, cultural dynamics (examination of non-Western dimensions of non-material culture, e.g. religion, magic, and constructs of space and time), and possibly area/ethnography courses on North American Plains or Boreal and Sub-Boreal regions. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applicants should send their curriculum vitae and names and addresses of three referees to: Professor S.P. Sharma, Head, Department of Anthropology and Archaeology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Application deadline: April 30, 1988.

UNIVERSITY OF SASKATCHEWAN. Archaeology. Applications are invited for a tenure-track position (subject to budgetary approval) in Archaeology at the level of Assistant Professor or possibly Higher rank commencing July 1, 1988. A successful candidate will have completed a Ph.D. and will have a strong commitment to field research in the Northern Plains area. In addition, the candidate should have competency in one or more of the following specialities: palaeo-ecology, geoarchaeology, zooarchaeology, ceramics, quantitative methods, or cultural resource management. Some teaching experience is also preferred. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send their curriculum vitae and names and addresses of three referees to: Prof. S.P. Sharma, Dept. of Anthropology & Archaeology, University of Saskatchewan, Saskatoon, SK. S7N 0W0.

UNIVERSITY OF NEW BRUNSWICK, FREDERICTON. Anthropology. Applications are invited for a position in Social Cultural Anthropology (4) at the Assistant Professor level beginning in the Academic year 1988-89. This vacancy, which is subject to budgetary approval, is a tenure track position. Applicants should hold a Ph.D. in hand no later than June 1988. Preference will be given to applicants who have completed field work in Africa, although research interests in other Third World areas will be considered. The successful candidate will be expected to assume normal duties in teaching, research and university service commensuate with an academic appointment. Applicants should submit a CV and the names and addresses of at least three referees should be received no later than April 30th, 1988 to the Chairman, Department of Anthropology, P.O. Box 4400, Fredericton, New Brunswick, Canada E3B 5A3. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

APPLIED SOCIAL SCIENCE

CONCORDIA UNIVERSITY. The Department of Applied Social Science, invites applications for one sabbatical replacement appointment from August 1, 1988 to May 31, 1989 at the rank of Assistant Professor. The maximum annual salary will not exceed $32,003. The Department is seeking a person with competence in experiential teaching, whose area of expertise is personal and/or systems change, at the individual, group, community or organizational levels. Current practitioner experience is essential. Undergraduate teaching. The Department of Applied Social Science emphasizes practice based teaching and learning, in an atmosphere of innovation. Adult learners make up over half of the student body. The Department offers courses in interpersonal relations, counselling, small group development; sexuality and human relations, training in leadership and intervention, action research, social and organizational change. Application deadline: March 31, 1988. Send curriculum vitae and three letters of reference to: Dr. Dorothy Markiewicz, Chairman, Department of Applied Social Science, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ART HISTORY

UNIVERSITY OF WINNIPEG. Art History. Applications are invited for a sessional Assistant Professor position in Art History, commencing September 1, 1988, contingent upon budgetary approval. Ph.D., teaching experience and publications required. Duties include teaching undergraduate courses in nineteenth and twentieth century European and Canadian art history. Preference will be given to candidates who can also offer specialization in the history of Canadian art. Scholarly research is expected. Salary commensurate with qualifications and experience. Publications, including a curriculum vitae and the names of three references, should be sent by April 1, 1988 to: Professor Sarah McKinnon, Coordinator of Art History, University of Winnipeg, 515 Portage Ave., Winnipeg, Manitoba, R3B 2E9; 204-786-9362. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINNIPEG. Art History. Applications are invited for a tenure-track Assistant Professor position in Art History, commencing September 1, 1988, contingent upon budgetary approval. Ph.D., teaching experience and publications required. Duties include teaching undergraduate courses in nineteenth and twentieth century European and Canadian art history. Preference will be given to candidates who can also offer specialization in the history of Canadian art. Scholarly research is expected. Salary commensurate with qualifications and experience. (2) Post-doctoral Fellows: The Centre has openings for two fellows with expertise in experimental limnology. Area of expertise is open but applications in sediment chemistry, environmental toxicology/acidification, maciophyte or microbial ecology are especially welcomed. Interested candidates should forward a CV, a brief statement of research interests, and the names of at least three referees by 30 March 1988 to: Dr. J. Kalff, Director, Limnology Research Centre, Department of Biology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, H3A 1B1, Telephone (514) 398-6456.

UNIVERSITY OF REGINA. Department of Biology. Postdoctoral Fellowship in Molecular Biology/Genetics. The Department of Biology invites applications for a Postdoctoral Fellowship in molecular biology of prokaryotes or eukaryotes. The successful applicant will have a Ph.D., publications on molecular biology, and expertise in a variety of molecular methods, e.g. isolation, characterization and sequencing of nucleic acids and/or proteins, cDNA cloning and site-directed mutagenesis. Applicants should submit curriculum vitae, names of three references and a brief description of research interests to Dr. R.Y. Zachariuk, Head, Department of Biology, University of Regina, Regina, Saskatchewan, S4S 0A2, Canada. The application deadline is April 30, 1988 with appointment effective July 1, 1988, or by arrangement, for a one-year term, possibly renewable for a second year. Salary will be commensurate with qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BIOCHEMISTRY

UNIVERSITY OF SHERBROOKE. MRC Group in the Radiation Sciences. Postdoctoral position, available immediately, to study mechanisms of DNA repair in cultured human cells. Applicants should have training in biochemistry/molecular biology. Current projects include changes in chromatin structure during DNA excision repair; the genomic distribution of repair events; and, the role of Poly(ADP-ribose) in DNA excision repair. In accordance with Canadian immigrement requirements, preference will be given to Canadian citizens and permanent residents; however, if no such candidate is found, candidates of any nationality will be considered. Salary will be based on the MRC scale (e.g. $21,860 in the first year after receipt of a Ph.D.). Applicants should send a curriculum vitae to Dr. Gaiel J. Hunting, MRC Group in the Radiation Sciences, Faculty of Medicine, University of Sherbrooke, Sherbrooke, Québec, J1H 5N4.

UNIVERSITE SHERBROOKE. Groupe CRM en sciences des radiations. Poste de chercheur post-doctoral, disponible immédiatement, dans le but d'étudier les mécanismes de réparation de l'ADN sur des cellules humaines en culture. Les candidats devront posséder une formation en biochimie/biologie moléculaire. Les projets en cours concernent les changements dans la structure de la chromatine durant la réparation de l'ADN, la distribution des zones de réparation dans le génome et le rôle du poly(ADP-ribose) dans la réparation de l'ADN par excision. Selon les règlements de la citoyenneté canadienne, la préférence sera accordée aux Canadiens et aux résidents permanents; cependant, à défaut d'un tel candidat, les autres de nationalité différente seront pris en considération. Le salaire sera selon l'échelle fixée par le CRM, soit $19,860 la première année après l'obtention du Ph.D. Les personnes intéressées sont priées d'envoyer leur curriculum vitae au Dr. Gaiel J. Hunting, Groupe CRM en sciences des radiations, Faculté de médecine, Université de Sherbrooke, Sherbrooke, Québec, J1H 5N4.

BIOLOGY

DALHOUSIE UNIVERSITY. Department of Biology. Applications are invited for a limited term full-time Instructor position, commencing July 1st, 1988 or 30th, 1989. The person appointed will participate in the first year class. Principles of General Biology. Responsibilities will include: teaching of laboratories and tutorials, development of laboratory manuals, supervision of demonstrators, student advising and participation in admission. Qualifications should include an Honours B.Sc. with a broad academic preparation in Biology corresponding to qualifications and experience, as determined by the Collective Agreement. Submit C.V. and three letters of reference to Academic Affairs Officer, Biology Department, Dalhousie University, Halifax, Nova Scotia, B3H 4J1. Area Code 902-424-3515. Deadline for applications is March 31, 1988. Dalhousie University has a policy of affirmative action in hiring qualified women academic staff. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY. Department of Biology. NSERC University Research Fellowships. In anticipation of a tenure-track vacancy within the next few years, the Department of Biology, Carleton University invites applications from candidates for nomination as NSERC University Research Fellows at the next competition. The requirements are: a) a Ph.D. with post-doctoral experience and an outstanding record of scholarly and demonstrated research interests in the use of molecular genetic and other approaches to the study of 1) Development in Eukaryotes, or 2) Evolution. A successful candidate will be appointed to a limited-term position at the rank of Assistant Professor. NSERC University Research Fellowships are restricted to Canadian citizens or those currently holding permanent resident status in Canada. This position is open to both men and women. Applicants should send their curricula vitae and names of three referees by March 31st 1988 to: V.N. Iyer, Chairman, Search Committee, Department of Biology, Carleton University, Ottawa, Ontario, K1S 5B6.

MCGILL UNIVERSITY Limnology Research Centre seeks: (1) a Research Associate with strong research experience in fish ecology and limnology and special knowledge of littoral zone trophic interactions of fish with their prey. In addition to conducting research in this area, the successful candidate will oversee operations of a field station and coordinate a cross-disciplinary research project involving fisheries and limnology personnel. Preference will be given to candidates having relevant management experience. (2) Post-doctoral Fellows: The Centre has openings for two fellows with expertise in experimental limnology. Area of expertise is open but applications in sediment chemistry, environmental toxicology/acidification, maciophyte or microbial ecology are especially welcomed. Interested candidates should forward a CV, a brief statement of research interests, and the names of at least three referees by 30 March 1988 to: Dr. J. Kalff, Director, Limnology Research Centre, Department of Biology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, H3A 1B1, Telephone (514) 398-6456.

UNIVERSITY OF REGINA. Department of Biology. Postdoctoral Fellowship in Molecular Biology/Genetics. The Department of Biology invites applications for a Postdoctoral Fellowship in molecular biology of prokaryotes or eukaryotes. The successful applicant will have a Ph.D., publications on molecular biology, and expertise in a variety of molecular methods, e.g. isolation, characterization and sequencing of nucleic acids and/or proteins, cDNA cloning and site-directed mutagenesis. Applicants should submit curriculum vitae, names of three references and a brief description of research interests to Dr. R.Y. Zachariuk, Head, Department of Biology, University of Regina, Regina, Saskatchewan, S4S 0A2, Canada. The application deadline is April 30, 1988 with appointment effective July 1, 1988, or by arrangement, for a one-year term, possibly renewable for a second year. Salary will be commensurate with qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BUSINESS

UNIVERSITY OF ALBERTA. Faculty of Business. Applications are invited for full-time tenure-track faculty positions from those with teaching and research interests in Accounting, Management Information Systems, Finance, Marketing, Production/Operations Management, Business Policy, and Human Resources Management/Industrial Relations. Ph.D. or equivalent required or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Market supplements ensure that competitive offers are negotiable. Appointments normally effective July 1st. Positions subject to availability of funding. Send resume to: Dr. R.S. Smith, Dean, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada T6G 2R6. The University of Alberta is committed to the principle of equity in employment

BUSINESS ADMINISTRATION & COMMERCE

MOUNT SAINT VINCENT UNIVERSITY, Department of Business Administration, invites applications for full-time positions beginning July 1, 1988, in the areas of finance, management and marketing. The ability to teach effectively and willingness to engage in productive individual and/or group research is expected. Qualifications: PhD or DBA is preferred. Rank and salary are in accordance with qualifications and experience. In accordance with Canadian employment and immigration policy, consideration in the first instance will be given only to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. Send curriculum vitae with transcripts and the names of three referees to: Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia B3M 2J6.

DALHOUSIE UNIVERSITY, School of Business Administration. Applications are invited for the following full-time tenure-track appointments at the Assistant rank, except for Policy where rank is open: (a) one in Finance (Corporate Finance / Capital Markets), (b) one in Policy, Small Business / Entrepreneurship (one or two positions), (c) one in Management (Organizational Behavior / Design), (d) one in International Finance / International Banking (Firm in International Environment), (e) one in Managerial Economics / Finance (Micro, Macro). Visiting appointments also considered at any rank. Appointments as normally effective July 1, 1988. Please send curriculum vitae to Dr. R.G. Storey, Director, School of Business Administration, Dalhousie University, 6152 Coburg Road, Halifax, Nova Scotia, B3H 1Z5, Canada. Dalhousie University is an equal opportunity employer and has a policy of affirmative action with respect to employment of women.

WILFRID LAURIER UNIVERSITY. Business. Applications are invited for teaching positions in the areas of Accounting, Human Resources, Marketing, Operations & Decision Sciences and Policy for the 1988-89 academic year. Qualifications: Lecturer up to Associate Professor: Duties: Undergraduate and graduate teaching. Applications accepted until positions are filled. Positions are subject to budget approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University is implementing steps to become a smoke-free environment. Send applications to: Dr. Hugh Munro, Associate Dean of Business, School of Business and Economics, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5.

UNIVERSITE LAURENTIENNE. Commerce et administration. L'École de Commerce et d'administration de l'Université Laurentienne cède, à partir de septembre 1988, un programme de baccalauréat en commerce à distance et recherche des professeurs contractuels de deux ans à durée limitée.) Les professeurs seront appelés à enseigner sur le campus de Sudbury et à participer au développement du programme à distance. Premier poste: Spécialisation en comptabilité de gestion et vérification requises, incluant un titre comptable (CA) et de l'expérience en enseignement et recherche. Deuxième poste: Spécialisation en marketing et politiques générales et stratégie d'entreprise, avec expérience en enseignement et recherche. La préférence sera accordée aux candidats détenant un doctorat ou l'équivalent; bilinguisme piétéré. L'Université Laurentienne offre des chances égales d'emploi aux hommes et aux femmes qualifiés. Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens Canadiens et aux résidents permanents seulement. Entrée en fonction: 1er juillet 1988. Safaire et avantages sociaux selon la convention collective en vigueur. Prière d'envoyer C.V. avent le 30 mars 1988 à: D.W. Gilfingham, Directeur, École de commerce et d'administration, Université Laurentienne, Ramsey Lake Road, Sudbury, Ontario, P3E 2C6.

UNIVERSITY OF MANITOBA. Faculty of Management. Applications are invited in the areas of (i) accounting, (ii) finance, and (iii) information systems. Rank is open, based on qualifications and experience. Visiting appointment is also possible. Ph.D or DBA, completed or near completion is required. Areas include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and seniority level. Appointment date is open; July 1, 1988 preferred. Application date closes when position is filled. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements priority will be given to qualified Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. L.I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2

UNIVERSITY OF REGINA. Faculty of Administration. Applications are invited for faculty positions in (a) accounting and (b) finance. Doctorate in hand or near completion is required for tenure track appointment. Masters with professional designation will be considered for term appointments in accounting. Visiting appointment is also possible. Rank and salary depend on qualifications. Salary is competitive. Appointment effective July 1, 1988, or by arrangement. This is an opportunity for professors who would like to work in a collegial, non departmentalized environment with opportunities for research and for professional involvement. Applications will be reviewed until the positions are filled. Interested candidates should send their cv. to: Dr. Jack K. Ilo, Associate Dean, Faculty of Administration, University of Regina, Regina, Saskatchewan, S4S 0A2.

BROCK UNIVERSITY. Department of Management and Marketing. Applications are invited for tenure track positions in: (1) Business Policy (including Business Ethics and Social Responsibility); (2) Human Resource Management; (3) Operations Management, and; (4) Marketing. DBA or PhD in Business required. ABDs in these fields expecting to complete in the near future will also be considered. A commitment to undergraduate teaching and research is expected. Please send your curriculum vitae and the names of three referees to Eli Levanoni, Chairperson, Department of Management and Marketing, School of Administrative Studies, Brock University, St Catharines, Ontario, L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer.

BROCK UNIVERSITY. School of Administrative Studies. Applications are invited for tenure track faculty positions in accounting and/or auditing. A Ph.D. or a Ph.D., in progress, is required. A balance between effective teaching scholarly research/publication is required. Our expanding School includes an accounting co-op program that is now in its seventh year. Salary and rank will be commensurate with qualifications and experience. An application, including a curriculum vitae and the names of three referees, should be submitted to Chairperson, Department of Accounting and Finance, School of Administrative Studies, Brock University, St Catharines Ontario, L2S 3A1

McMASTER UNIVERSITY. Faculty of Business. Applications are invited from candidates with qualifications in one or more of the following areas: (i) Accounting, (ii) Finance; (iii) Marketing/Promotion/International Business/Business Policy; (iv) Information Systems (v) Production/Management Science. Rank of Assistant, Associate or Professor, depending on qualifications and experience, preferably at the Assistant or Associate level. Visiting appointment is also possible. Ph.D. or DBA degree (completed or near completion) is expected preferably with teaching and research experience. Duties include research and

Advertising and censure

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Publicité et Censure

L'ACPU refuse les annonces des universités frappées de la censure parce que le Conseil recommande explicitement aux membres de ne pas accepter de poste dans l'une de ces universités.

teaching at both graduate and undergraduate levels. Salary will be commensurate with qualifications, teaching and practical experience. Appointment date closes when position is filled. Applications should be sent to: Dr. G.W. Terrence, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

UNIVERSITY OF NEW BRUNSWICK. The University of New Brunswick, Fredericton, Faculty of Administration invites applications in: Accounting, Finance, Management, Human Resource Management, Marketing, Management Information Systems. Qualifications: Ph.D. or three track positions in all disciplines is Ph.D. completion or near completion in appropriate disciplines. Rank is generally Assistant or Associate professor, depending on qualifications and experience, but persons with a very strong record of demonstrated achievement will be considered for the rank of full professor. Term positions at the rank of Lecturer may be available for applicants holding MBA degree or CA designation. Persons with tenured positions elsewhere may apply for visiting appointments. Appointments effective July 1, 1988 or January 1, 1989 as convenient. Successful candidates will teach in BBA, MBA, and MPA programs and carry out research in their disciplines. Salary is competitive at all ranks. Submit curriculum vitae and names and addresses of three referees to: Dr. K.P.K. Nair, Dean, Faculty of Administration, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3

CELTIC STUDIES

ST. FRANCIS XAVIER UNIVERSITY. Department of Celtic Studies. Subject to budgetary approval, the Department of Celtic Studies intends to make an appointment at the Assistant Professor level commencing September 1988. Requirements include Ph.D. in Celtic Studies, native or near-native fluency in Scottish Gaelic and Modern Irish, ability to teach Welsh, and proven excellence in teaching and research. A background in musicology is highly desirable. In accordance with Canadian Immigration requirements, the advertisement is directed first to Canadian citizens and permanent residents. Send letter of application, c.v., three letters of reference and a brief statement of teaching and research interests to: Dr. Ronald E. Nilsen, Chairman, Department of Celtic Studies, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0 by May 1, 1988.

CHEMISTRY

ROYAL ROADS MILITARY COLLEGE. Chemistry. 1. Applications are invited for a limited term (9 months sabbatical leave replacement) effective 15 June 1988 or as agreed by arrangement. 2. PhD in Chemistry or Chemical Engineering (applicants with degrees in Biochemistry or chemical oceanography may be considered). 3. The teaching duties are flexible and would include several of the following courses: general chem to Engineering, thermodynamics, chemical oceanography, applied chemistry, geochemistry of marine sediments, applied thermodynamics. 4. Assistant Professor $29,689 to $43,846 (1987/88). 5. Letter of application with curriculum vitae and the names of three referees should be sent by 15 April, 1988 to: Dr. J.S. Mothersill, Principal, Royal Roads Military College, FMO Victoria, B.C. V0S 1B0. 6. Transportation costs will not be provided. 7. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Research Chemist. Postdoctoral Research Positions. Applications are invited from qualified candidates for one year appointments as Postdoctoral Research Fellows in any area of chemistry. Stipends will be at NSERC rates and will be determined by qualifications and experience. Please send curriculum vitae, transcripts and letters from three referees to the undersigned, from whom further particulars may be obtained. Professor S.G. Whittington, Chairman, Department of Chemistry, University of Toronto, Toronto, Ontario, Canada, M5S 1A1.

UNIVERSITY OF SASKATCHEWAN. Department of Chemistry. The Department of Chemistry at the University of Saskatchewan invites applications for a tenure-track position (subject to budgetary approval) in organic chemistry at the Assistant Professor level, effective 1 July, 1988. Candidates must have a Ph.D. in organic chemistry and postdoctoral experience would be an advantage. Applications from candidates involved in all areas of organic chemistry will be considered. Primary criteria for a successful applicant include the demonstration of excellence in independent research and a strong commitment to undergraduate and graduate education. Applications consisting of a curriculum vitae, list of publications, summary of research interests, a detailed research proposal, and the names and addresses of three referees should be sent to the undersigned. The competition will remain open until a suitable candidate is found. Dr. R.J. Woods, Head, Department of Chemistry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada; (306)-966-4555. In accordance with Canadian Immigration Requirements, this advertisement is directed initially to Canadian citizens and permanent residents.

CHEMISTRY
CHEMICAL ENGINEERING

McGILL UNIVERSITY · POLYMER McGILL. Two post-doctoral positions are available for a joint research project in the area of polymer blends. The successful candidate will join POLYMER McGILL, a dynamic world-class interdisciplinary group within the Departments of Chemistry and Chemical Engineering.

Chemical Engineer: Ph.D. in Chemical Engineering; interest and/or experience in the study of the processing and properties of polymer blends; knowledge of relevant processing and analytical techniques; experience in mathematical modelling and computer simulation would be an asset. Chemist: Ph.D. in Polymer Chemistry; background in physical chemistry of polymers, physical and chemical modification of polymers; knowledge of polymer blends and associated techniques (thermal analysis, interfacial phenomena, etc.); experience with relevant experimental and analytical techniques. Applications, including curriculum vitae, list of references and research interests, should be sent to Professor M.R. Kamal, Chairman, Department of Chemical Engineering, McGill University, 3480 University Street, Montreal, Quebec H3A 2A7, (514) 398-4262. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. However, all well-qualified applicants are encouraged to apply and will be given serious consideration. Interested candidates should send a resume.

CLASSICS

CARLETON UNIVERSITY. Classics. Subject to budgetary approval, the Department of Classics at Carleton University invites applications for a tenure-track, sabbatical replacement position at the Assistant Professor level, beginning September 1, 1988. Candidates should have a Ph.D. and experience in teaching Classics at the University level. They should either have special expertise in classical archaeology or be all round classicists, competent to teach Latin or Greek; in either case they should also be prepared to teach introductory courses in Classical Civilization. Applicants should send a curriculum vitae by April 15, 1988 to Prof. R.L. Jeffreys, Chairman, Department of Classics, Carleton University, Ottawa, Ontario, K1S 5B6; Tel. (613) 564-3740, and ask three referees to write to him on their behalf. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications from qualified candidates of either sex are welcomed.

BROCK UNIVERSITY. Department of Classics. Applications are invited for a two-year appointment at the rank of assistant professor of Classics to commence on July 1, 1988. The applicant should have a thorough Classical training, a completed Ph.D., and demonstrated ability in research and teaching. The successful applicant will be expected to make a significant contribution to a Department which emphasizes supportive teaching and significant research. Applicants should send a current curriculum vitae, and ask three referees send letter of recommendation, by April 30, 1988 to: Professor Frederick H. Casfer, Chairperson, Department of Classics, Brock University, St. Catharines, Ontario, L2S 3A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer.

UNIVERSITY OF NEW BRUNSWICK. SAINT JOHN CAMPUS. Classics. Applications are invited for a sabbatical replacement position in Classics, subject to budgetary approval, for the academic year 1988-89 at the Assistant Professor level. The successful applicant should be an all-round classicist with Ph.D. and be able to teach Classical Languages and Literature. Please send application and curriculum vitae to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. Applications will be accepted until this position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

COMBINATORICS & OPTIMIZATION

UNIVERSITY OF WATERLOO. Combinatorics and Optimization. Applications are being accepted for the position of Assistant Professor in the area of Continuous or Discrete Optimization. A PhD degree is required and the candidate should have proven ability, or the potential, for excellent research and effective teaching. It is desirable that the candidate have interest in the application of optimization techniques to problems in business, industry and commerce. The appointment is expected to enhance the Department's ability to support research and education in the area of Operations Research. Responsibilities will include the supervision of graduate students, as well as teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Interested individuals should send resumes and the names of three references to: Prof. P.J. Schellenberg, Chairman, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment: July 1, 1988. Closing date for receipt of applications will be when filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its regular academic vacancies with resident PhD graduates appointed as Assistant Professors, wherever possible. Applications from women candidates are particularly welcome.

COMMUNICATION STUDIES

CONCORDIA UNIVERSITY. The Department of Communication Studies, invites applications for a ten-month sessional appointment (August 1, 1988 to May 31, 1989, leave replacement), at the rank of Lecturer, in the area of basic courses in film, video, basic writing for media, sound, depending on qualifications. MA, MFA or professional equivalent. Experience in production and a knowledge of visual media. A knowledge of communication trends, media study and analysis would be a decided asset. Facility in French an asset. Principal responsibilities include teaching undergraduate courses in the area of media production and writing. Possible involvement in teaching of other courses, such as media analysis and criticism, depending on interest, background and Department needs as well as normal administrative responsibilities. Salary not to exceed $30,000 depending on qualifications. Send letter of interest and curriculum vitae to: Dr. Dennis Murphy, Chair, Department of Communication Studies, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. Closing date for applications: April 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

COMPUTER SCIENCE

UNIVERSITY OF SASKATCHEWAN. Department of Computational Science. Applications are invited for a tenure-track position at the Assistant Professor or Associate Professor level. The University of Saskatchewan is the oldest and largest university in the Province of Saskatchewan, serving 14,000 undergraduate students and 1,100 graduate students. The Department of Computational Science has 14 faculty members and boasts a small high-quality graduate programme offering M.Sc. and Ph.D. and M.Sc. degrees, as well as strong undergraduate programmes in three Colleges: Arts & Science, Engineering and Commerce. Research has long been of high priority in the Department and is supported by some excellent departmental computing facilities, including a VAX 8600, a Pyramid 90x, a VAX 11/750, two Symbolics 3640 AI workstations, and some 19 Sun workstations, all connected by means of an ethernet. Access to campus-wide facilities is also available, both for teaching and research. The University is located in Saskatoon, a pleasant city of 180,000 people. Rated as one of Canada's most liveable cities, Saskatoon is noted for its affordable housing and its rich cultural and recreational opportunities. Saskatoon is centrally located in Western Canada with excellent air service to destinations in Toronto and Vancouver. The successful applicant will have a Ph.D. in Computer Science (or related discipline) and a strong commitment to research. All areas of the discipline are of interest, but a special effort will be made to recruit in the areas of Artificial Intelligence, Graphics, and Computer Systems. A curriculum vitae and the names of three references should be forwarded to: Dr. Richard B. Bunt, Chairman, Department of Computational Science, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0, Canada. All applications will be given consideration. In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens and permanent residents.

CARLETON UNIVERSITY. School of Computer Science. Applications are invited for a tenure track academic staff position in the School of Computer Science starting July 1, 1988. The position has both administrative and academic aspects with approximately equal time to be devoted to each. The successful candidate will act as administrator for the cooperative education stream to be added to the undergraduate Computer Science program in September, 1988. Responsibilities include securing potential employers, arranging job interviews, coordinating student work visits, maintaining student records, and generally managing the employment process. Previous administrative or industrial experience would be an asset but is not required for this aspect of the position. Candidates should be qualified computer scientists whose personal qualities and experience will enable them to relate significantly to the continuing development of the School of Computer Science particularly in the area of graduate and undergraduate honours programs and graduate programs have restricted enrolment in order to maintain a high quality research and teaching environment. The School has 14 full-time faculty with research strengths in object-oriented programming, distributed computing, intelligent systems, and algorithms and complexity. Rank and salary commensurate with qualifications and experience. Send curriculum vitae and names of three referees to Professor John Pugh, Director, School of Computer Science, Carleton University, Ottawa, Ontario, K1S 5B6, Canada. Open to both men and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Hiring is subject to budgetary approval.

UNIVERSITY OF ALBERTA. Department of Computing Science. Applications are invited for two full time tenure track posts at the Assistant/Associate Professor level. Responsibilities include research as well as teaching at the graduate and undergraduate levels. Strong candidates from all research areas will be considered, but areas of special interests include database systems, Microcomputer architecture, operating systems, numerical analysis and computer graphics. The Department consists of 36 academic and 28 support staff. Current hardware support includes an Amdahl 5870, a network of four VAX 11/780's and about thirty Sun Workstations, as well as equipped microcomputer and workstation laboratories for graphics, VLSI, and AI research. Access to a Cyber 205 is available. Salary range $32,766 to $57,226 and is commensurate with qualifications and experience. Send curriculum vitae and the names of three references, and up to three reprints or copies of important publications. New Ph.D.'s should also include a copy of their transcript. Apply to: Dr. Lee J. White, Chairman, Department of Computing Science, University of Alberta, Edmonton, Alberta T6G 2H1. Applications will be accepted until June 30, 1988. The University of Alberta is committed to the principle of equity in employment.

UNIVERSITY OF WATERLOO. Department of Computer Science. The Department of Computer Science at the University of Waterloo comprises 40 full-time faculty members engaged in research, graduate and undergraduate education. The government of the Province of Ontario has awarded a five-year (renewable) centre of excellence in information technology to the University of Waterloo and the University of Toronto (with participation from Queen's University and the University of Western Ontario). The Department of Computer Science and the Institute for Computer Research are housed in the William G. Davis Computer Research Centre, a new building with 300,000 sq.ft. dedicated to computer research laboratories. The University of Waterloo invites applications for faculty positions in Computer Science. A Ph.D. in computer science is required, with evidence of outstanding research accomplishment. Candidates at all ranks will be considered; candidates with research interests in artificial intelligence, hardware and software systems, or symbolic computation are strongly encouraged. Salary is commensurate with experience. Applications from women candidates and indigenous people are particularly welcome. Inquiries should include a curriculum vitae and the names of three references and should be directed to the chairman Prof. Paul A. Brzozowski, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; e-mail: brzozo@water.waterloo.edu. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents.

YORK UNIVERSITY. Faculty of Science, Department of Computer Science. A tenure-track position at the Assistant or Associate Lecturer level in the Alternate Stream. A Master's degree in Computer Science or a PhD degree in other related areas with extensive experience in Computer Science is required. A minimum of 2 years experience in a university environment is desirable. The successful candidate must have demonstrated teaching ability and excellent communications skills. Effective Date of Appointment: July 1, 1988. The successful will be commensurate with experience and rank. Duties include: a) responsibility for undergraduate office including advising student, attending the Department's Undergraduate Calendar, assisting the Chair in staffing undergraduate courses, scheduling of undergraduate courses, course offerings, high school liaison and other related functions. b) responsibility for coordinating a multi-section course consisting of 3 lab sections. c) Teaching undergraduate courses. Applications, including an up-to-date resume and the names of 3 referees, should be sent by April 13, 1988 to Prof. E. Arjomandi, Chairman, Department of Computer Science, York University, North York, Ontario, M3J 1P3 York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

COMPUTER SCIENCE & ENGINEERING

THE UNIVERSITY OF WATERLOO. Research Associates and Definite Term Faculty. The Ontario government has recently awarded a centre of excellence in Information Technology to the University of Waterloo, the University of Toronto (with the participation of Queen's University and the University of Western Ontario). Research Associates and Definite Term Faculty positions are available at the University of Waterloo in all areas of Computer Science and Electrical Engineering. In addition Information Technology, Applications should be sent to either: Professor J.A. Brzozowski, Chairman, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; or, Professor J.W. Mark, Chairman, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. The University encourages both women and men to apply.

DENTISTRY

UNIVERSITY OF ALBERTA. Faculty of Dentistry. Applications are invited for a full-time tenure-stream academic position in the Division of Patient Management/Stomatology. The position will be effective as of July 1, 1988. Applicants must have undergraduate, graduate and specialty education leading experience as well as a demonstrated evidence of collaborative applied research. Applicants must be eligible for licensure in Alberta and have demonstrated proficiency in clinical orthodontics. Since orthodontics is actively involved in TMJ research, the candidate must have sufficient experience in the diagnosis, treatment planning and management of all aspects of TMJ dysfunction. Rank and salary are commensurate with the education and experience of an Assistant Professor ($31,612 - $45,340) or Associate Professor ($39,620 - $57,236). Intramural private practice facilities are available. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. Send application including a curriculum vitae and the names of three referees, no later than April 30, 1988 to: Dr. C.G. Baker, Chairman, Department of Stomatology, University of Alberta, Edmonton, Alberta T6G 2N8.

UNIVERSITY OF ALBERTA. Faculty of Dentistry. Applications are invited for one full time academic appointments as a Teaching Fellow for a duration of at least one year in the Division of Patient Management/Stomatology (one position is assumed for 1988-89). This position is ideal for anyone completing a Hospital Residency Program with the intent of pursuing a career in academics as an interim before continuing with further graduate education. It would similarly be suitable to anyone with clinical experience and wishes to commence a graduate program the following year as it would allow an early return to scholarship. Salary is commensuate to the range offered to Senior Hospital Resident Dental Resident. Applicants should be eligible for licensure in Alberta. In accordance with Canadian Immigration requirements, this advertisement is directed at Canadian citizens and permanent residents. All inquiries should be forwarded by April 15, 1988 to Dr. G.W. Thompson, Faculty of Dentistry, University of Alberta, Edmonton, Alberta T6G 2N8. The University of Alberta is committed to the principle of equity in employment.

DEVELOPMENT STUDIES

UNIVERSITY COLLEGE OF CAPE BRETON. Assistent Professor, Problem Centred Studies. The Bachelor of Arts Community Studies program invites applications for an assistant Professor. The applicant should hold a Ph.D in Arts, Business, Social Science or Education and have a major interest in and experience in small group project-teaching and experiential learning. The program is career-oriented and involves work experience for students. A Master's degree may be considered. This will be a tenure track appointment subject to budget approval. The successful eppticant will be expected to contribute to the success of the existing team of teachers. Salary will be commensuiate with qualifications, teaching and practical experience. Salary range for Assistant Professor for 1987-88 is $27,367 - $33,367. Applicants should send a curriculum vitae with the names of three referees by April 15, 1988, to: Prof. G.O.M. Leith, Head, Division of Development Studies, University College of Cape Breton, P.O. Box 5300, Sydney, N.S., Canada, B1P 6L2. In accordance with Canadian Immigration requirements Canadian citizens and permanent residents will be given priority.

DRAMA

QUEEN'S UNIVERSITY. Drama. Applications are invited for a tenure-stream position at the Assistant Professor level in Drama for September 1988. The Ph.D. (completed or near completion) and continuing research activity and scholaship are required of applicants. University teaching and supervision of graduate and/or professional theatre experience are preferred. The successful candidate may be required to teach a combination of a general introductory course on theatre, an introductory technical course, and an advanced course in design and lighting. These courses will complement and supervise senior individual projects in technical theatre and undertake the direction of a major production. The successful candidate will be expected to assume the duties of the Technical Director of the Department. This entails overseeing all production work, which at this time, includes four Mainstage productions, numerous workshop ventures and a student run experimental theatre season. Men and women are encouraged to apply. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications and curriculum vitae and the names of three referees should be sent to: Professor David E. Kemp, Head of Department of Drama, Queen's University, Kingston, Ontario K7L 3N6. Deadline for applications May 15, 1988.

DRAMA & COMPARATIVE LITERATURE

UNIVERSITY OF TORONTO. Position in Drama and Comparative Literature. The University of Toronto invites applications for a tenure track position at the level of Assistant or Associate Professor, to be shared between the Undergraduate University College Drama Programme and the (graduate) Centre for Comparative Literature. The successful candidate will be expected to teach courses in Contemporary Dramatic Theory, Theatre History, particularly of the 19th and 20th Century Theatre, and must demonstrate the promise of progress towards graduate teaching in Comparative Dramatic Literature and Theory. Preference will be given to candidates who can bring special competence in the French and German dramatic tradition. Demonstrated skill in some practical aspect of the theatre will be an advantage. Administrative duties in the UC Drama Programme may also be required. Applicants must have the Ph.D or equivalent. Salary will be commensurate with qualifications and experience. Applications with vitae and the names of three referees should be directed to Professor F.A. Shenk, University College, University of Toronto, Toronto, Ontario M5S 1A1. Closing date for applications is March 31, 1988. Effective date of appointment is July 1, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Toronto encourages both women and men to apply for this position.

ECONOMICS

UNIVERSITY OF MANITOBA. The Department of Economics, University of Manitoba, invites applications for a tenure track appointment at the rank of Assistant Professor commencing 1 July 1988. Responsibilities include significant research and teaching at the undergraduate and graduate levels in economic theory, with preference for microeconomics. Applicants should have a Ph.D. or near completion. Salary is negotiable, depending upon qualifications and experience. The floor for an Assistant Professor is $28,000 (annual). Position subject to budgetary approval. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applicants are invited to submit curriculum vitae and the names of three referees to Professor Wayne Simpson, Acting Head, Department of Economics, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF NEW BRUNSWICK. SAINT JOHN CAMPUS. Economics. Applications are invited to fill two sabbatical replacement positions in Economics for the 1988-1989 academic year, subject to budgetary considerations. Rank and salary commensurate with qualifications and experience. Responsibilities include research and teaching various undergraduate courses. The preferred fields of specialization are: Monetary Economics, Public Finance, and International Economics. Please send C.V. and the names and addresses of three referees to: Dr. Peter McGahen, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and landed immigrants.

UNIVERSITY OF VICTORIA. Department of Economics. Applications are invited for a full-time eight-month visiting appointment from 1 September 1988 (subject to budgetary approval). Candidates should have some teaching experience and at least all requirements for the Ph.D. except the thesis. A microeconomist is sought to teach intermediate price theory and one or more of the following: Industrial organization, urban and economic issues, natural resource economics, environmental economics. Canadian immigration regulations require the University to consider applications from Canadian citizens and permanent residents of Canada before proceeding with applications from other persons. Please send applications, including curriculum vitae and the names of three referees, to: J. A. Schofield, Chair, Department of Economics, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2, Canada. Applications should be submitted as soon as possible and no later than 15 April 1988. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply.

EDUCATION

McGILL UNIVERSITY. Department of Educational Psychology and Counselling. Applications are invited for a new tenure-track position at the assistant professor level beginning September 1, 1988. The successful applicant will possess a doctorate in Clinical Psychology. Some clinical experience is desirable. The position requires demonstrated competence in research, and prevalent research interests and a major commitment to this aspect of academic life. Responsibilities are to teach courses in counselling and research design and supervise graduate degree theses. Some supervision of masters and doctoral fieldwork is required. Salary and rank are flexible, numerous for from $33,907 to Associate professor at $39,620 (base). Academic rank and salary will be commensurate with experience, research activity and professional promise McGill is an equal opportunity employer. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Deadline: June 15th, 1988. Applicants should submit a curriculum vitae, evidence of research productivity and/or potential, and three letters of recommendation to Prof. Socrates Rapagna, Chairperson of Educational Psychology and Counselling, Faculty of Education, McGill University, 3700 McTavish Street, Montreal, Quebec, H3A 1Y2.

UNIVERSITY OF VICTORIA. Faculty of Education. Applications are invited for the position of sessional lecturer in Music Education commencing September 1, 1988. It is expected that the successful will become tenure track on July 1, 1989. Candidates should possess a Doctorate or equivalent in Secondary Music Education as well as demonstrated success in school teaching experience. Duties will include both secondary and elementary methods courses and Student Teaching supervision. Salary in accordance with part-time sessional lecturer's scale. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. Women are particularly encouraged to apply. Letters of application, a complete curriculum vitae and names of three referees should be sent by April 1, 1988 to: Dr. R.D. McIntosh, Chairman, Dept. of Art & Music Education, P.O. Box 1700, University of Victoria, Victoria, B.C., V8W 2Y2.

UNIVERSITY OF NEW BRUNSWICK. Social Sciences Educational Curriculum Studies. Applicetions are invited for a full time tenure-track position to teach undergraduate and graduate courses in Social Studies in the Division of Curriculum & Instruction effective July 1, 1988. The position is subject to budgetary approval. Candidates should have a doctoral degree and teaching experience, preferably in public elementery schools. Duties will include teaching undergraduate and graduate courses, supervising student teachers, working professionally with practising teachers, conducting research, participating fully in the activities of the Faculty of Education. Salary and renk will be commensurate with qualifications end experiences. Interest-

ed candidates should send a letter of application, together with a curriculum vitae, and the names of three referees to: Dr Gerald Clarke, Chairman, Division of Curriculum and Instruction, Faculty of Education, University of New Brunswick, Fredericton, New Brunswick E3B 6E3, Canada. Deadline for applications is April 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

CONCORDIA UNIVERSITY. The Department of Education invites applications for two positions in the Early Childhood Education division of the department: one leave replacement position and one sessional position, both at the Assistant Professor or Lecturer level, starting August 1, 1988. Ph.D. or equivalent standing in Early Childhood Education, Child Development, or related area required. Expertise in the following areas is desirable: child development, learning and cognition, curriculum design, language arts, preschool or primary grades is a definite asset. Duties include undergraduate teaching and field supervision. The 1988-89 floor is $32,003 for Assistant Professor and $25,282 for Lecturer. Salary to be prorated on a ten-month basis. Applicants should send their curriculum vitae and three letters of reference before May 1, 1988 to: Dr. William Kniller, Chairman, Department of Education, H549-33, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. The Department of Education invites applications for leave replacement and summer session positions in Education/Israel Studies commencing June 1, 1988 and including one or more of the following areas: anthropology, history, philosophy, psychology, or sociology of education. Teaching is at the undergraduate and/or graduate levels. A background in and commitment to scholarly research is essential. Applications including a current curriculum vitae and names of referees should be sent to: Dr. Philip C. Abrami, Graduate Program Director, Educational Studies, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. The Department of Education requires Sessional Lecturers for graduate and undergraduate courses for this year's Summer Session. Approximate dates are: four-week courses, May 11-August 5 and for day courses, May 24-August 15, 1988. Subject areas are: Early Childhood Education (promoting moral and social values in young children, children's behavioral problems, learning problems of children, parenting, and developing the family), and the child, and technology for educational change); Educational Studies (subject areas include topic courses in History, Philosophy, Psychology, Sociology and Psychology of Education); Educational Technology (gaming and simulation, policy, systems analysis, and distance education). Applications with curriculum vitae, field of interest, and the names of three referees should be addressed to: Robert L. Muet, Summer Session Director, Department of Education, H-549-23, Concordia University, 1455 de Maisonneuve Blvd West, Montreal, Quebec H3G 1M8. Application deadline: March 31, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

EDUCATIONAL PRACTICE

UNIVERSITY OF GUELPH: Office for Educational Practice, Instructional Technology Associate. Reporting to the Director, the incumbent will be responsible for planning, conducting and evaluating development activities in classroom teaching using emergent technology, especially computers, to help faculty relate the achievements of the University's learning objectives and consulting with faculty to improve student learning using educational technological and computer personal skills. Requirements include: a graduate degree in computer applications with curriculum design, (Ed. D. preferred); Normal Hiring Range $28,686 to $38,705 per annum. Applications and resumes should be forwarded to: Employment Services and Training, Level 5, University of Guelph, University of Guelph, Guelph, Ontario, Canada N1G 2W1.

ENGINEERING

UNIVERSITY OF MANITOBA. Mechanical Engineering. Applications are invited for a tenure-track position in the area of thermofluid mechanics in the Department of Mechanical Engineering commencing on July 1, 1988 or on a mutually agreeable date subject to budgetary approval. The successful candidate will be expected to teach undergraduate and graduate courses, help set up laboratories, and carry out research in thermofluid behaviour with possible applications in aerospace, microelectronic and energy industries. Highly qualified applicants will be considered. A Ph.D. is necessary and previous teaching, research and industrial experience desirable. Salary and rank will be commensuate with the successful candidate's qualifications. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications including the names of three referees should be sent, prior to April 1, 1988 to: Dr. T.T. Hsu, Head, Department of Mechanical Engineering, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

McGILL UNIVERSITY. Agricultural Engineering. The Department of Agricultural Engineering, Macdonald College, McGill University invites applications for a tenure track position at the Assistant Professor level, the appointment to begin September 1, 1988. Applicants should hold an Engineering Ph.D. preferably in Agricultural Engineering. The successful candidate will be expected to share in the teaching of undergraduate courses in the department and develop research and graduate courses in the area in food process engineering or computers and electronics in agriculture. Applicants should forward a curriculum vitae and have three letters of recommendation sent to Professor E.R. Norris, Chairman, Department of Agricultural Engineering, Macdonald College, McGill University, 21, 111 Lakeshore Road, Ste-Anne de Bellevue, QC H9X 1C0. Deadline date, May 30, 1988.

McMASTER UNIVERSITY. Computer Engineering. Applications are invited for two tenure track faculty positions at the Assistant Professor level in the area of Computer Engineering. One of these positions is to be in the field of digital systems. The selected candidate should have a strong commitment to maintaining and enhancing the strength of the department in device-oriented laboratories (micro-controllers, digital signal processing devices, peripherals, etc). For the other position expertise is required in one or more of the following areas: software engineering, engineering applications of artificial intelligence, parallel and distributed computing, and computer architecture. Both of these full time positions are subject to final budget approval. Applicants must possess a recent earned doctorate in electrical or computer engineering and be ready to assume leadership in research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others will be considered only if suitable Canadians are not available. Resumes, including the names and addresses of three references, should be addressed to: Dr. Naresh K. Sinha, Chairman, Department of Electrical and Computer Engineering, McMaster University, Hamilton, Ontario, L8S 4L7.

ROYAL MILITARY COLLEGE OF CANADA. The Department of Mechanical Engineering offers a tenure-track position at the Assistant Professor level, effective 1 July 1988. A Ph.D. degree or equivalent, with specialization in mechanical design or material science, is required. The candidate will teach Engineering Graphics, Descriptive Geometry and Mechanics at the undergraduate level and be involved in related graduate teaching and research. The department has an advanced computer-aided graphics and design laboratory (25 Apollo stations). Knowledge of the English language is essential for this position and a candidate with a knowledge of French will be advantaged. The salary scale (1987-88) ranges from $30,289 to $38,289, to be revised 1 July 1988. This position is open equally to men and women with Canadian citizenship or landed immigrant status. Interested candidates should submit their curriculum vitae and the names and addresses of three references, before 1 April 1988, to: Dr. J.A.J. Bussières, Head, Department of Mechanical Engineering, Royal Military College of Canada, Kingston, Ontario, K7K 5L0; tel: (613) 541-6000, ext. 6479. Le poste offert relève de l'ingénierie de la conception et de la fabrication et est essentiel en s'adressant à M. N. Gauthier, Adjoint au principal.

UNIVERSITY OF WATERLOO. Electrical Engineering. The Department of Electrical Engineering of the University of Waterloo invites applications for appointment to tenure track faculty positions. Applications are invited in all branches of electrical engineering but preference will be given to those specializing in these areas: communications, high voltage insulation and microwave integrated circuits. The level of the appointment is and salary will be commensuarate with the qualifications of the candidate. It is the intention of the University of Waterloo to fill vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. The candidate must have a doctoral degree and a strong commitment to research and teaching. Candidates should send their resume to: Dr. Ian F. Blake, Chairman, Faculty Search Committee, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University encourages both women and men to apply.

McGILL UNIVERSITY. Department of Electrical Engineering. Posts at the level of Professional Associate are available in the VLSI Laboratory of the Department of Electrical Engineering. One requires sufficient experience with UNIX, TCP/IP and networking to manage a computer system based on a network of Sun's and micro Vax's. The other involves the support and development of an extensive software library for the new VLSI circuit design. Qualifications include at least a Bachelor's degree in Electrical Engineering or Computer Science and at least two years of relevant experience. In conformity with Canada's immigration laws this advertisement is directed in the first instance to Canadians and Landed Immigrants. Enquiries should be sent to: Professor N.G. Paulter, Department of Electrical Engineering, McGill University, 3480 University Street, Montreal PQ H3A 2A7; Tel: (514)398-7120.

McGILL UNIVERSITY. Professional Position. An opening exists in the VLSI Design Laboratory of the Department of Electrical Engineering for a professional assistant who will have the responsibility for custom integrated circuit design. Candidates must have a MEng degree and a minimum of two years' industrial experience in CMOS circuit design, preferably using the SDA CAD tools. Duties include supervision of graduate student designs and modification of CAD design tools. In accordance with Quebec and Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents in the first instance. Applications together with a detailed curriculum vitae should be sent to: Professor N.C. Rumin, Department of Electrical Engineering, McGill University, 3480 University Street, Montreal, PQ H3A 2A7.

UNIVERSITY OF WATERLOO. Mechanical Engineering. Applications have been accepted for a tenure-track position in the area of fluid mechanics in the Department of Mechanical Engineering. Applicants should have a strong commitment to research and graduate teaching in one or more of the following areas: computational fluid mechanics, experimental fluid mechanics, and heat transfer. Salary will be commensurate with the qualifications of the candidate. It is the intention of the University of Waterloo to fill vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. The candidate must have a doctoral degree and a strong commitment to research and teaching. Candidates should send their resume to: Dr. Ian F. Blake, Chairman, Faculty Search Committee, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others will be considered only if suitable Canadians are not available. The University encourages both women and men to apply.

UNIVERSITY OF TORONTO. Power Electronics Research Faculty. The Department of Electrical Engineering invites applications for the position of Research Associate in the area of solid state control of ac drives. A Ph.D. is required in Electrical Engineering with strong record of publications and hands-on experience with inverters, microprocessors and ac drives. Salary up to CAN $36,000.00. Applications should be sent to: Professor S.B. Dewan, Department of Electrical Engineering, University of Toronto, Toronto, Ontario, Canada, M5S 1A4. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University encourages both women and men to apply.

McGILL UNIVERSITY. Professional Position. An opening exists in the VLSI Laboratory of the Department of Electrical Engineering for a computer system based on a network of Sun's and micro Vax's. The other involves the support and development of an extensive software library for the new VLSI circuit design. Qualifications include at least a Bachelor's degree in Electrical Engineering or Computer Science and at least two years of relevant experience. In conformity with Canada's immigration laws this advertisement is directed in the first instance to Canadians and Landed Immigrants. Enquiries should be sent to: Professor N.G. Paulter, Department of Electrical Engineering, McGill University, 3480 University Street, Montreal PQ H3A 2A7; Tel: (514)398-7120.

McGILL UNIVERSITY. Professional Position. An opening exists in the VLSI Design Laboratory of the Department of Electrical Engineering for a professional assistant who will have the responsibility for custom integrated circuit design. Candidates must have a MEng degree and a minimum of two years' industrial experience in CMOS circuit design, preferably using the SDA CAD tools. Duties include supervision of graduate student designs and modification of CAD design tools. In accordance with Quebec and Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents in the first instance. Applications together with a detailed curriculum vitae should be sent to: Professor N.C. Rumin, Department of Electrical Engineering, McGill University, 3480 University Street, Montreal, PQ H3A 2A7.

UNIVERSITY OF WATERLOO. Mechanical Engineering. Applications have been accepted for a tenure-track position in the area of material science. Duties will include teaching undergraduate courses in the areas of engineering materials, mechanical behaviour of materials and failure analysis. The successful candidate will be expected to develop research activities in one or more of the following areas: fracture mechanics, fatigue, corrosion, wear, composite materials, and surface engineering. Salary will be commensurate with the qualifications of the candidate. It is the intention of the University of Waterloo to fill vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. The candidate must have a doctoral degree and a strong commitment to research and teaching. Candidates should send their resume to: Dr. Ian F. Blake, Chairman, Faculty Search Committee, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University encourages both women and men to apply.

UNIVERSITY OF WATERLOO. Mechanical Engineering. Applications are being accepted for a tenure-track position in the area of manufacturing processes, with emphasis on determination processes for metals and/or composite materials. Expertise in fabrication aspects of these processes would be valuable. Candidates will be expected to teach both undergraduate and graduate courses, as well as carry out and direct research in materials processing. A breadth of industrial experience would be considered useful. The Department includes faculty with both materials and mechanical engineering backgrounds, and is involved in both the Ontario Centre for Materials Research and the Manufacturing Research Corporation of Ontario. Salary will be commensurate with experience and qualifications. A detailed curriculum vitae and the names of three referees should be sent to: Professor H.W. Kerr, Chairmen, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Phone (519) 885-1211 Ext. 3470. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. It is the intention of the University of Waterloo to fill its vacancies with assistent professors wherever possible.

UNIVERSITY OF WATERLOO. Systems Design Engineering. Applications are invited for one or possibly two (subject to availability of funds) tenure-track faculty positions, preferably at Assistant Professor level. The candidate for the first position should have a strong background in other engineering fields. The candidate for the second position should possess a Ph.D. in Systems Engineering and interest in Psychology with a background in probabilistic modelling. Successful candidates will be expected to teach both undergraduate and graduate courses, supervise graduate students, and establish and maintain an active research program. Applications with complete curriculum vitae and the names of three referees should be sent to Prof. M. Chandrashekar, Chairman, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Although this advertisement is directed to Canadian citizens and permanent residents, other qualified candidates are encouraged to apply. Applications from women candidates are particularly welcome.

UNIVERSITY OF WATERLOO. Department of Electrical Engineering. The Department of Electrical Engineering at the University of Waterloo is seeking candidates for appointment to tenure track faculty positions. Applications are invited in all branches of electrical engineering but preference will be given to persons specializing in the areas: circuits and systems, communications, control systems/robotics, microwave integrated circuits. Salary will be negotiable and will depend on qualifications and experience. The level of the appointments and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. The University of Waterloo has a policy of preferring recent Ph.D.'s for appointment to tenure track positions, normally to a rank of Assistant or Associate Professor. Candidates should send their resume to: Dr. Ian F. Blake, Chairman, Faculty Search Committee, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome.

ENGLISH

LAURENTIAN UNIVERSITY. English. Applications are invited for two positions, both subject to budgetary approval: 1) A 12 month sessional leave replacement appointment at the Assistant rank, to teach Eighteenth Century literature, Modern British Poetry, and Introductory literature or composition. Ph.D. essential; teaching experience and publication record essential. Closing date April 15. 2) A 12 month sessional appointment at the Assistant or Lecturer rank, to teach Introductory and Intermediate composition, M.A. in English. Composition/Rhetoric and teaching experience essential; A.B.D. or Ph.D. desirable. Closing date April 15. Both positions to commence July 1, 1988. Please send C.V., official transcripts, and names of three referees who have been asked to forward letters of reference, to: Dr. Graham Steven, Chair, Department of English, Laurentian University, Sudbury, Ontario, P3E 2C6. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Laurentian University is an equal opportunity for employment to qualified male and female candidates.

MOUNT ALLISON UNIVERSITY. Department of English. Applications are invited for a two-year leave replacement position at the rank of assistant professor. The successful candidate will have or expect to hold a Ph.D. and should be prepared to teach a range of courses, one of which may be a survey of literature before the 17th century, or narrative literature. Subject to budgetary approval, the position will be filled July 1, 1988. The 1987-88 salary range for assistant professor is $28,600 to $41,300. Each application should include a curriculum vitae and the names of three referees, which should be sent to: Dr. Gwendolyn Davies, Head, Department of English, Mount Allison University, Sackville, New Brunswick E0A 3C0. The closing date for receipt of applications is March 31, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

MOUNT ALLISON UNIVERSITY. Department of English. Applications are invited for a one-year term position at the assistant professor level. The successful candidate should have a Ph.D. with specialization in nineteenth-century or modern literature. In addition to teaching a nineteenth-century survey course, the successful candidate will also be required to teach a first-year and a second-year introductory course. Subject to budgetary approval, the position will be filled July 1, 1988. The 1987-88 salary range for assistant professor is $28,600 to $41,300. Each application should include a curriculum vitae and the names of three referees, and should be sent to: Dr. Gwendolyn Davies, Head, Department of English, Mount Allison University, Sackville, New Brunswick E0A 3C0. The closing date for receipt of applications is March 31, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

ST. FRANCIS XAVIER UNIVERSITY. English. A position is vacant at the Assistant Professor level for a teachai of Composition, pending budgetary approval. One-to-two-year probationary appointment. The person selected will direct a small Writing Skills Unit, to be established next year, and should have at least five years' experience in teaching graduates. The Unit will work with students entering the English programme who need close supervision to enable them to write at the level of university graduates should. The Director will supervise a small team of part-time instructors and, in close consultation with the Department Chair, develop appropriate diagnostic tests and courses of instruction. The ideal candidate will have a Ph.D. in Composition or Rhetoric (literature (of any period or genre) and specialist) qualifications in rhetoric/composition). Demonstrated excellence in teaching writing at university level will be of advantage. Familiarity with computer learning software and experience with language laboratory work will be necessary. The salary floor is $31,000. A curriculum vitae should be sent to Derek Wood, Chair, Dept. of English, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. Letters of recommendation should be sent directly to this address by Friday, 15 April 1988. April 15. Canadian immigration regulations' require this advertisement to be directed initially at Canadian citizens and permanent residents of Canada.

ST. FRANCIS XAVIER UNIVERSITY. English. A position is vacant at the Assistant Professor level for a scholar with a Ph.D., pending budgetary approval completion. This is a probationary tenure-track appointment for two years. The successful applicant will be expected to teach an introductory survey of literature and senior courses in Restoration and 18th Century Literature. Candidates without expertise in these areas should not be encouraged not to apply. The ideal candidate will have shown promise of distinction in scholarship as well as a talent for communicating an appreciation of literature to undergraduate students, with clarity, enthusiasm and integrity. The salary floor is $31,000. A curriculum vitae should be sent betore 15 April to Derak Wood, Chair, Dept. of English, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. Letters of recommendation should be sent directly to this address by Friday 15 April 1988. April 15. Canadian immigration regulations' require this advertisement to be directed initially at Canadian citizens and permanent residents of Canada.

WILFRID LAURIER UNIVERSITY. French. Applications are invited for a one-year sabbatical replacement beginning July 1, 1988. Applicants must be highly fluent in French and have a good knowledge of 19th-century French literature. They should preferably have a doctorate degree and have teaching experience. Applications, containing a complete curriculum vitae and the names of three referees, should be sent to the Chelman, Department of French Language and Literature, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Candidates are informed that Wilfrid Laurier University is implementing steps to become a smoke-free environment.

FOOD SCIENCE

ACADIA UNIVERSITY. Department of Food Science. Applications are invited for this position in the Department of Food Science, Acadia University. The appointment will take effect July 1, 1988, or as soon as possible thereafter. The Department, which began Degree Courses in September of 1987, initially will offer the Bachelor of Science program in Food Science. It is planned that the Department will grow by 1992 to comprise six professors, two technicians, and a secretary. Situated in Wolfville, Nova Scotia, Acadia will have access to one of the finest pilot plants in Canada, and will live and work in a thriving industrial community. There will be ample opportunity for interaction with the food industry, and professors will be encouraged to develop research programs. The Head will play a key role in the hiring of staff and the development of the Department's program and reputation. The successful candidate will have a doctorate in Food Science and a well-established record of teaching and research. Some administrative experience would be an advantage but is not essential. Applications, supported by three letters of reference, and postmarked no later than April 30, 1988 should be addressed to: Dr. T.L. Pearson, Acadia University, Wolfville, Nova Scotia, Canada, B0P 1X0.

FRENCH

UNIVERSITY OF REGINA. Department of French. Applications are invited for a tenure-track position, commencing July 1, 1988, at the rank of Lecturer or Assistant Professor. Primary duties will involve teaching language classes at all levels in the undergraduate program. Research interests in contemporary French literature would be an asset. Applicants should have a Ph.D. or Ph.D. near completion, and possess native or near-native fluency. Salary will be commensurate with experience and qualifications. Applicants should send by April 15, 1988 their curriculum vitae and arrange for the submission of three letters of reference to: Dean D. da Vinger, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents. Applications, containing a complete curriculum vitae and the names of three referees, should be sent to the Chelman, Department of French Language and Literature, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Candidates are informed that Wilfrid Laurier University is implementing steps to become a smoke-free environment.

ACADIA UNIVERSITY. The Department of French invites applications for a four and one-half month sessional appointment as a sabbatical replacement commencing September, 1988. Candidates should have a Ph.D. or qualifications beyond the M.A. level, with university teaching experience. Teaching responsibilities will be at the undergraduate level. Salary will be commensurate with qualifications and experience. Send curriculum vitae and names of three referees to: L.S. Roden, Department of French, Acadia University, Wolfville, Nova Scotia, B0P 1X0. The deadline date for receipt of applications is May 18, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an equal opportunity employer.

ACADIA UNIVERSITY. The Department of French invites applications for a contractually limited appointment for one year, commencing July, 1988. Candidates should have a M.A. or qualifications beyond the M.A. level, with university teaching experience. Teaching responsibilities will be at the undergraduate level. Salary will be commensuate with qualifications and experience. Send curriculum vitae and names of three referees to: L.S. Roden, Department of French, Acadia University, Wolfville, Nova Scotia, B0P 1X0. The deadline date for receipt of applications is May 18, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an equal opportunity employer.

UNIVERSITY COLLEGE OF CAPE BRETON. French. Applications are invited for two tenure-track positions at the Assistant Professor rank starting July 1, 1988. The second position is subject to budgetary approval. Qualifications include a Ph.D (A.B.D. will be considered) and experience teaching at the university level. Teaching duties at the undergraduate level: French as a second language, linguistics and related areas, and French or French-Canadian literature. Salary is negotiable, depending on qualifications (1987-88 base salary is $28,500). Please send curriculum vitae and the names of three referees to: Dr. Harold Barratt, Chairperson, Department of Languages, Literatures and Communication, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia B1P 6L2 by March 30, 1988. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF OTTAWA. Department of French. Applications are invited for two one-year contractually-limited term appointments in the area of language, starting July 1 1988. Applicants should have a Ph.D with recent teaching experience in language. The successful candidates will be expected to teach language courses at all undergraduate levels. Salary will depend on qualifications and experience. A letter of application with curriculum vitae and names of three referees should be sent to Professeur F.I. Case, Chair, Department of French, Victoria College, University of Toronto, Toronto, Ontario M5S 1A1. Applications will close on March 31 1988. Qualified men and women are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF REGINA. Department of French. Le Département de français de l'Université de Regine met en concours deux postes à temps plein, l'un chargé de cours ou de professeur adjoint, le premier menant à la permanence, le second d'un une période de un ans pouvant éventuellement mener à la permanence, les conditions budgétaires le permettant. **POSTE MENANT À LA PERMANENCE:** Fonctions: Enseignement de la langue; possibilité d'enseignement de la littérature française contemporaine. Exigences: Doctorat ou doctorat en voie d'achèvement, activité de recherche dans le domaine de la littérature française contemporaine, aptitude à enseigner la langue; il serait souhaitable que le candidat possédera un niveau élevé de compétence dans la langue française. Salaire: Selon l'expérience et les qualifications. Date d'entrée en fonctions: fer juillet 1988. Date de clôture des candidatures: 15 avril 1988. **POSTE D'UN AN.** Fonctions: Enseignement de la langue Exigences: Doctorat ou doctorat en voie d'achèvement; activité de recherche en linguistique appliquée à l'enseignement du français langue seconde at à l'étude de la langue française au Canada; le(la) candidat(e) sera de langue maternelle française ou possédera un niveau élevé de compétence dans la langue française. Salaire: Selon l'expérience et les qualifications. Date d'entrée en fonctions: 1er juillet 1988. Date de clôture des candidatures: 15 avril 1988. Conformément aux exigences de la loi canadienne, cette annonce s'adresse en premier lieu aux citoyen(ne)s canadien(ne)s ainsi qu'aux résidents permanents. Les candidat(e)s sont priés d'envoyer leur curriculum vitae et de faire parvenir directement trois lettres d'appréciation à Dean D. de Vlieger, Faculty of Arts, University of Regina, Regina, Sask. S4S 0A2

GEOGRAPHY

UNIVERSITE D'OTTAWA. Département de géographie. Le Département de géographie de l'Université d'Ottawa recherche un candidat ou une candidate de réputation internationale pour un poste de professeur senior menant à la permanence. Le candidat ou la candidate devra contribuer à notre champ de géographie urbaine par une spécialisation en géographie sociale et culturelle et en épistémologie de la géographie. Notre département désirant accroître les avantages de sa dimension bi-culturelle, il ou elle sera bilingue et aura démontré une connaissance approfondie des travaux de la discipline en langues anglaise et française. Le candidat ou la candidate

devia posséder les qualifications requises pour une nomination au rang de professeur titulaire ou agrégé: doctorat, expérience de recherche, d'enseignement à tous les niveaux, et la défense de thèses. Dès son entrée en fonction, il ou elle devra être capable d'enseigner en français et en anglais. L'entrée en fonction est prévue pour le 1er juillet 1989. En conformité avec les exigences de l'immigration canadienne, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'égalité en matière d'emploi. Les candidatures (curriculum vitæ, trois lettres de référence) devront être adressées avant le 15 juin 1988 au Directeur, Département de géographie, Université d'Ottawa, 165, rue Waller, Ottawa, Ontario, K1N 6N5.

UNIVERSITY OF OTTAWA. Department of Geography. The Department of Geography of the University of Ottawa invites candidate with international reputation for a tenure-track senior appointment. This candidate will contribute to our Urban Geography field with a specialization in social and cultural geography and epistemology of Geography. Since the Department wishes to enhance its assets of its bicultural character, the candidate must be bilingual and have demonstrated an in-depth knowledge of the literature in both English and French. The candidate should have the necessary qualifications for an appointment at the rank of full or associate professor, i.e., a doctorate, a substantial research and publication record, teaching experience at all levels and demonstrated ability to supervise graduate research. At the time of appointment, teaching will be in both English and French. The appointment is foreseen for July 1, 1988, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Employment equity is University policy. Applications with C.V. and three letters of reference should be mailed by June 15, 1988 to the Chairperson, Department of Geography, University of Ottawa, 165 Waller Street, Ottawa, Ontario, K1N 6N5.

SAINT MARY'S UNIVERSITY. Department of Geogiephy. Applications are invited for a two-year term position in Physical Geography at the Assistant Professor level, commencing 1st September 1988. Ph.D. required (although applicants with a.b.d. will be considered for appointment initially at the rank of Lecturer). The appointee will be required to contribute to a team-taught introductory course in the Geography of Canada and to teach courses in Physical Geography, Geomorphology, and either Glacial or Coastal Geomorphology. In the second year, the appointee will also be required to teach a course in statistical methods. Candidates must demonstrate teaching and research competence. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents before assessing applications from other persons. Applications, curriculum vitae, and the names of three referees should be sent by 31st March 1988 to: Dr. R.J. Brunet McCall, Chairperson, Department of Geography, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

UNIVERSITY OF SASKATCHEWAN. Department of Geography. 1. Assistant Professor (tenure-track). 2. Ph.D.; membership in the Canadian Institute of Planners would be an advantage. 3. Teaching and research in the area of urban geography. Candidate would also be expected to participate in the Planning and Urban Development Program. 4. Salary within Assistant Professor rank dependent on experience and qualifications. 5. Inquiries and applications (curriculum vitae and letters from three referees) to: Professor William Barr, Head, Department of Geography, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. 6. Effective: 1 July 88. 7. Deadline: Until position is filled. In accordance with Canadian immigration requirements, this notice is directed initially to Canadian citizens and permanent residents.

UNIVERSITY OF VICTORIA. Human Geography. Visiting Assistant Professor able to teach introductory human and economic geography, wetar resources management and advanced resources management. Ph.D. desirable teaching experience essential. The appointment will be temporary, from 1st September 1988 until 30th April 1989. Salary will be commensurate with qualifications and experience. Applicants should send a curriculum vitae and names of three referees to: Dr. Colin J.B. Wood, Chairman, Department of Geography, University of Victoria, Box 1700, Victoria, BC, V8W 2Y2. The deadline for receipt of applications is March 31st, 1988. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply.

BROCK UNIVERSITY. Department of Geography. Applications are invited for a one-year sabbatical replacement position in human geography from September 1988 to April 1989. Duties involve teaching 2 1/2 undergraduate courses, including part responsibility for the introductory human geography courses, a second-year cultural geography course and third-year courses in political and population geography. PhD or ABD preferred, plus teaching experience. Salary commensuiate with qualifications. Please send Curriculum Vitae and names of three referees, no later than March 31, to: Professor Alun Hughes, Chair, Department of Geography, Brock University, St. Catharines, Ontario, L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer.

HEALTH CARE

QUEEN'S UNIVERSITY. Health Care Research Unit, Associate Director. The Health Care Research Unit is funded through the Ministry of Health and provides research, consultation and teaching services to the health care community. The Associate Director would be required to actively identify, encourage, and where appropriate, provide collaboration for research projects in the health care community. Also included would be the opportunity to conduct independent research. This position would be of interest to PhD graduates with experience in health services research methodology. Consideration will be given to a variety of graduate backgrounds with relavant academic training. The ability to co-ordinate projects and effect is essential. Interested candidates should send their resume to: Health Care Reseach Unit, 3rd Flooi, Abramsky Hall, Queen's University, Kingston, Ontario K7L 3N6.

HISTORY

SAINT MARY'S UNIVERSITY requiies a part-time instructor for the May-June 1988 summer session to teach a course in modern British and/or European history. A Ph.D. in modern history with teaching experience at the university level is required. Submit a current curriculum vitae and three letters of references to: Summer Programs, Continuing Education, Saint Mary's University, Halifax, Nova Scotia B3H 3C3.

SIMON FRASER UNIVERSITY. The Department of History at Simon Fraser University invites applications for a tenure-track position in the history of Modern Britain (since the late eighteenth century). To commence in September 1988 subject to the availability of funds. The appointment will be made at the beginning Assistant Professor level, and the salary will match qualifications. The successful applicant will hold the Ph.D. degree (or expect to receive it shortly) and preferably will have taught and/or published in this field. He will be required to teach e second-year survey of either nineteenth- or twentieth-century Europe, a third-year seminar in British history since the accession of George III, a fourth-ye ar seminar on nineteenth-century Britain, and to supervise graduate students. The new course may be introduced to reflect the applicant's particular interests. Applicants should send a curriculum vitae containing the names of three referees to Professor William Cleveland, Departmant ôt History, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6. Applications will be received until e suitable applicant is found. In accordance with Canadian immigration regulations, this notice is directed to Canadian citizens and parmanent residents.

UNIVERSITY OF WINNIPEG. Department of History. Applications are invited for a two year sessional appointment in Modern Canadian Social History to commence 1 September 1988. The appointment will be made at the level of Assistant Professor. The successful candidate should have a Ph.D. or expect to receive it shortly. Salary commensurate with qualifications and experience subject to budget approval. A curriculum vitae and supporting letters from three referees should be sent to: Dr. Victor M. Batzel, Chair, Department of History, University of Winnipeg, 515 Portage Ave., Winnipeg, Manitobe, R3B 2E9; 204-786-9314. Closing date for application is 1 April 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ACADIA UNIVERSITY. Department of History. Applications are being accepted for a three-month sessional appointment in Canadian history for the 1988-89 academic year. Teaching duties will involve a first-year survey course and two additional courses at second- or third-year levels. Ph.D. or near completion. Salary will be determined by qualifications and experience. Competition will close on March 30. Applications, including a curriculum vitae end three letters of recommendation, should be sent to Dr. Samuel J. Nasmith, Department of History, Acadia University, Wolfville, Nova Scotia, B0P 1X0. In accoidance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an equal opportunity employer.

HOME ECONOMICS

UNIVERSITY OF NEW BRUNSWICK. Home Economics Education. Applications are invited for a position in home economics education commencing July 1, 1988. Preference will be given to specialist in home economics education, nutrition, and public school teaching. Salary and rank will be commensurate with experience end qualifications. In accordance with Canadian Immigrention requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates should send letter of application, iesume and names of three referees by March 31, 1988 to: Professor James Clair, Acting Cairman, Division of Vocational Education, Bag Service #45333, University of New Brunswick, Fredericton, N.B. E3B 6E3.

UNIVERSITY OF PRINCE EDWARD ISLAND. Department of Home Economics. 1. Home Economics Faculty—Family Studies. 2. Qualifications: Ph.D. in Family Studies preferred. 3. Duties: Include teaching some combination of the following courses at the under-graduate level: two one-semester courses in human development and the family at the senior level; two one-semester courses in home economics education at the senior level, including supervision of student teachers; two one-semester courses in management of family resources; one one-semester course in consumer education. Several of these courses are offered in alternate years. 4. Salary dependent on qualifications end experience. Position is subject to budgatary epproval 5. Send resume end names of 3 referees to: 1. Buige, Department of Home Economics, University of Prince Edward Island, Charlottetown, P.E.I., C1A 4P3; Telephone (902) 566-0492. 6. Effective date: July 1, 1988. 7. Closing date for receipt of applications: April 30, 1988. In accordance with Canedian immigretion requirements, this advertisement is directed to Canedian citizens and permanent residents.

UNIVERSITY OF PRINCE EDWARD ISLAND. Department of Home Economics. 1. Home Economics Faculty—Family Studies. 2. Qualifications: Ph.D. in Foods and Nutrition preferred. 3. Duties: Include teaching some combination of the following courses at the undergraduate level: two two-semester courses in food production and food service administration; one one-semester course in advanced nutrition; two one-semester couises in nutrition at the junior level; two two-semester courses in human nutrition; two two-semester courses in introductory food; one one-third semester course in introduction to computers. Several of these courses are offered in alternate years. Candidate will be expected to develop an appropriate research program. 4. Salary: dependent on qualifications and experience. Position is subject to budgetary approval. 5. Send resume and names of 3 referees to: I. Burge, Department of Home Economics, University of Prince Edward Island, Charlottetown, P.E.I., C1A 4P3; Telephone (902) 566-0492. 6. Effective date: July 1, 1988. 7. Closing date for receipt of applications: April 30, 1988. In accordance with Canedian immigretion requirements, this advertisement is directed to Canedian citizens and permanent residents.

HOSPITALITY

UNIVERSITY OF GUELPH. Hotel & Food Administration. Applications are invited for a tenure-track position at the Assistant/Associate professor level in the School of Hotel and Food Administration. The successful applicant will be required to teach e second-year survey of either nineteenth- or twentieth-century Europe, a third-year seminar on Britain since the accession of George III, a fourth-ye ar seminar on nineteenth-century Britain, end to supervise graduate students. The new course may be introduced to reflect the applicant's particular interests. Applicants should send a curriculum vitae containing the names of three referees to Professor William Cleveland, Departmant ôt History, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6. Applications will be received until e suitable applicant is found. In accordance with Canadian immigration regulations, this notice is directed to Canadian citizens and parmanent residents.

UNIVERSITY OF GUELPH. Hotel & Food Administration. Applications are invited for a tenure-track position at the Assistant/Associate professor level in the School of Hotel and Food Administration. The successful applicant will hold the Ph.D. degree (or expect to receive it shortly) and preferably will have taught and/or published in this field. He will be required to teach e second-year survey of either nineteenth- or twentieth-century Europe, a third-year seminar on Britain since the accession of George III, a fourth-ye ar seminar on nineteenth-century Britain, end to supervise graduate students. The new course may be introduced to reflect the applicant's particular interests. Applicants should send a curriculum vitae containing the names of three referees to Professor William Cleveland, Departmant ôt History, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6. Applications will be received until e suitable applicant is found. In accordance with Canadian immigration regulations, this notice is directed to Canadian citizens and parmanent residents.

UNIVERSITY OF WINNIPEG. Department of History. Applications are invited for a two year sessional appointment in Modern Canadian Social History to commence 1 September 1988. The appointment will be made at the level of Assistant Professor. The successful candidate should have a Ph.D. or expect to receive it shortly. Salary commensurate with qualifications and experience subject to budget approval. A curriculum vitae and supporting letters from three referees should be sent to: Victor M. Batzel, Chair, Department of History, University of Winnipeg, 515 Portage Ave., Winnipeg, Manitobe, R3B 2E9; 204-786-9314. Closing date for application is 1 April 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae and the names of three references to: Michael Nightingale, Director, School of Hotel and Food Administration, University of Guelph, Guelph, Ontario, N1G 2W1; telephone (519) 824-4120, ext. 6118. Position is available from July 1988, with an application deadline of April 22, 1988, or until position is filled.

ITALIAN

UNIVERSITY OF VICTORIA. Italian. One Sessional appointment in Italian Studies, contingent upon availability: September 1, 1988 to December 31, 1988. Teaching of Italian language at all undergraduate levels. Near native fluency required. Send C.V. and names of referees to: G. Andrachuk, Chairman, Hispanic and Italian Studies, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. Deadline, 30 April 1988 or until position filled. Canadian Immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply.

JAPANESE

THE UNIVERSITY OF ALBERTA. Japanese. The University of Alberta, Department of East Asian Languages and Literatures announces one position in Japanese: Sessional Lecturer (half to full-time leave replacement). The candidate should have a native-like fluency in Japanese and possess a University degree preferably in Japanese language, literature or linguistics. Duties will include instruction of all levels of Japanese. The appointment will be from September 1, 1988 through April 30, 1989. The salary will be in the range of $17,195 to $22,000 dependent upon experience and qualifications. Please send a resume and three confidential letters of reference to: Dr. Sonja Aintzen, Chair, East Asian Languages and Literatures, Room 400, Arts Building, University of Alberta, Edmonton, Alberta, T6G 2E6, by May 15, 1988. The University of Alberta is an equal opportunity employer, but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LEISURE STUDIES

CONCORDIA UNIVERSITY. The Department of Leisure Studies invites applications for a faculty position (two year term/renewable; potential tenure track) at the Assistant Professor level beginning August 1, 1988. The successful candidate will teach courses and conduct research in the fiéld of Therapeutic Recreation. Doctorate required, field and teaching experience are desirable. Salary commensuate with qualifications. Applicants should send curriculum vitee and three letters of reference to: Dr. Randy B. Swedburg, Director, Leisure Studies, Concordia University, 7141 Sherbiooke Street West, Montreal, Quebec H4B 1R6. The closing date for applications is April 1, 1988. In accordance with Canadian immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents.

LIBRARY

ACADIA UNIVERSITY. Vaughen Memorial Library. Acadia University invites applications for the position of Assistant Librarian. Qualifications must include a graduate degree in Theology and a M.L.S. with five years experience in theological reference work. The Theological Librarian is responsible for providing library services to the Acadia Divinity College, which includes the Faculty of Theology at Acadia University, and to other Acadia faculty and students working in related areas. The Acadia Divinity College is accredited by the Association of Theology Schools. Theological collections and services are integiated with the University Library, with the Theological Librarian reporting to the Head of Public Services. The incumbent is expected to play a leading role in formulating library policy for the collection and in the Library's representative on the Acadia Divinity College Senate and Library Committee. Specific duties include reference services, collection development, online searching and bibliographic instruction. The appointment will be at the Librarian III level, with a salary range of $28,783 to 38,078 in the range $29,203 to $36,078 depending on qualifications and experience. The position will be available from July 1, 1988 and will be held open for a period of until the position is filled. Applications including a current curriculum vitae and the names of three referees, should be addressed to Ms. Alan J. Katz, University Librarian, Acadia University, Wolfville, Nova Scotia, B0P 1X0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an equal opportunity employer.

UNIVERSITY OF MANITOBA LIBRARIES. Head, Nelson Dental Library. The University of Manitoba Libraries invites applications for the position of Head, Nelson Dental Library. The Nelson Dental Library, one of thirteen unit libraries within the Libiarias system, has a staff of 1.25 FTE academic librarians and 3.45 FTE support staff. Reporting to the Associate Director of Libiaries, the successful candidate will be responsible for the overall operation of the Library in all its aspects, including administration of the facilities, policy formulation, collection development, budget preparation and control, physical facilities planning, library user services, technical services, supervision of staff and staff davelopment. Qualifications: An ALA accreditation degree. An undergraduate degiee is required, preferably in one of the lita sciences. Significant experience at the professional level in a dental or health science library is desirable at an academic institution. Demonstrated management skills. Knowledge of academic library public services, technical services activities, automated systems and collection development are also required. Personal qualifications of judgement, initiative and interpersonal-ness; the proven ability to work with staff and users at all levels. The successful candidate is expected to show evidence of participation in professional development and other relevant professional activities. Rank and Salary Ranges: Commensurate with qualifications and experience: Assistant Librarian $27,090 to $47,272; Associate Librarian $34,023 to $59,365. In addition, this Department Head position carries a stipend of $2,582 pei annum (Salaries are presently under review). Librarians enjoy academic status and are appointed to one of four ranks, General, Assistant, Associate and Librarian, with the possibility of promotion. This position has a two-year probationary period. Effective date: July 1, 1988. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application deadline: March 31, 1988. Applications including a curriculum vitae and the names of three referees should be addressed to: Patricia C. Ferguson; Director of Libraries, University of Manitoba, Winnipeg, Manitoba, R3T 2N2

LINGUISTICS

YORK UNIVERSITY. Faculty of Arts, Department of Languages, Literatures and Linguistics. Applications are invited to a one year contract position, with limited tuiture appointment at the iank of Assistant Professor in Linguistics, commencing July 1, 1988, possibly renewable for a further two years. Position subject to budgetary approval by the University. Candidates must be able to teach a wide varity of undergraduate courses; candidates should indicate in their letter of application their particular strengths in undergraduate teaching. Salary commensurate with experience. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a covering letter stating interests relative to this position and an updated curriculum vitae; they should also arrange to have three letters of recommendation, teaching evaluations or attestations and transcripts sent to: Lutz Kasumovich, Chair, Department of Languages, Literatures and Linguistics, Faculty of Arts, York University, 4700 Keele Street, North York, Ontario, M3J 1P3.

MATHEMATICS

ACADIA UNIVERSITY. Department of Mathematics. Applications are invited for a tenure-track appointment effective July 1, 1988 in the area of Probability and Statistics at the Lecturer/Assistant Professor Level. Ph.D. or near completion is required. Responsibilities include teaching undergraduate courses in Statistics and Probability, and research. Salary according to qualifications and experience. Applicants should send curriculum vitae and arrange for three letters of reference to be sent directly to Dr. M.A. Taylor, Head, Department of Mathematics, Acadia University, Wolfville, Nova Scotia B0P 1X0. Acadia University is an equal opportunity employer.

UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS. Applications are invited for a leave replacement position in Mathematics for the academic year 1988-89. The successful candidate will have completed a Ph.D. (or be near completion and have extensive teaching experience. The ability to teach introductory statistics courses would be a definite asset. Duties will include undergiaduate teaching and research. Applicants are requested to send an up-to-date C.V and the names of three referees to: Dr. Peter McGehan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WATERLOO, Applied Mathematics. Applications are being accepted for the position of Post-Doctoral Fellow, effective in Fall 1988. The duties will consist of research and the teaching of two half-courses. Safary is at NSERC rates plus a stipend for teaching. Applicants are asked to submit their curriculum vitae and to have at least three letters of reference sent directly to the Department of their behalf. The deadline for applications is March 31, 1988. Please apply to: Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Areas of Steength include: applied dittaiential geometry and relativity, quentum theory of matter and its surfaces, applied nonlinear differential equations, fluid mechanics and foundations of statistical mechanics. This advertisement is directed to citizens and permanent residents of Canada. Applications from women candidates are particularly welcome.

CONCORDIA UNIVERSITY. The Department of Mathematics invites applications for a tenure track position starting June 1, 1988. Read only accepting application. Applicants should have proven ability for research. Duties include research and teaching. C.V. and the names of three referees should be sent to: Dr. M.A. Malik, Department of Mathematics, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. Deadline for applications is March 31, 1988. In accordance with Canedian immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents.

MATHEMATICS & COMPUTER SCIENCE

UNIVERSITY COLLEGE OF CAPE BRETON. Mathematics and Computer Science. At least one tenure-track position at the rank of Assistant Professor in Mathematics, Computer Science or a combination of the two. Teaching ability will be an important consideration, but the department is striving to further increase the level of research activity in these disciplines. Consequently, we are seeking to appoint persons who give promise of maintaining an ongoing program of significant research. Applicants with a Ph.D. completed or near completion are much preferred, but those with a strong Master's degree in Computer Science may also be considered. All research qualified applicants are considered, but candidates in Mathematics should indicate any areas in Computer Science in which they are prepared to teach. Normal teaching load is two courses one term; three the what, with some tutorials. Salary range for Assistant Professors is $27,387 to $37,387. Position is subject to renegotiation for 1988-9. To apply, send curriculum vitee, transcripts, publication list and names and addresses of three referees to: Dr. Bruce Ogilvie, who is prepared to comment on teaching ability. (Please do not enclose letter of reference; all correspondence should be directly between UCCB and the referees). By March 31 1988, send applications to Prof. Lino Polegato, Chairman, Department of Mathematics and Natural Sciences, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia, B1P 6L2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Women and members of visible minorities are encouraged to apply.

MEDICINE

DALHOUSIE UNIVERSITY. Clinical Genetics Position. Tenure-track position for clinical geneticist to join established group. Candidate eligible for Fellowship in the Royal College of Physicians and Surgeons of Canada and the Canadian College of Medical Geneticists, and have experience in clinical genetics. Particular interests in biochemical genetics and/or prenatal diagnosis desirable. Salary commensurate with clinical and research experience required. In accordance with Canadian immigration requirements, the advertisement is directed in the first instance to Canadian citizens and permanent residents. Submit curriculum vitae and three letters of reference to: Dr. Nuala Kenny, Professor and Head, Department of Pediatrics, Dalhousie University, The Izaak Walton Killam Hospital for Children, 5850 University Avenue, Halifax, Nova Scotia B3J 3G9.

UNIVERSITY OF MANITOBA, Department of Obstetrics, Gynecology and Reproductive Sciences invites applications for the position of Research Associate. The one year position involves researching male reproductive function towards developing predictive tests in the clinical diagnosis and management of patients suffering from infertility problems. The successful candidate will have a minimum of a Master's degree in a biomedical field, plus two years related experience in the reproductive sciences. A solid working knowledge of computers is required. Salary dependent on qualifications. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send their curriculum vitae to: Mr. Jeff Carpenter, Administrative Manager, Department of Obstetrics, Gynecology and Reproductive Sciences, Women's Hospital, 735 Notre Dame Avenue, Winnipeg, Manitoba, R3E 0L8.

UNIVERSITY OF TORONTO. Chairmenship of Madicine. The Faculty of Medicine of the University of Toronto is seeking a Full Professor and Chairman for the Department of Medicine. This department encompasses eight general hospitals, with approximately 2,000 teaching beds (general medicine and all sub-specialties of internal medicine). The department has developed strong clinical and postgraduate teaching programs. The residency piogiam consists of approximately 190 residents. The department has developed strong clinical and basic research thrusts. The Faculty is seeking a qualified internist with a strong academic reputation in teaching and/or research along with demonstrated capability in administration. Applications are to be sent to the Dean, Faculty of Medicine, Medical Sciences Building, University of Toronto, Toronto, Ontario M5S 1A8. Applicants should enclose their Curriculum Vitae and names of three referees. The University of Toronto encourages both men and women to

apply for positions. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY. Faculty of Medicine, Human Geneticist. The Division of Medical Genetics, Department of Paediatrics, Queen's University, Kingston, Ontario, Canada has an opening for a Ph.D. human geneticist. This is a tenure track position with an opportunity for the appointee to join a group of human and medical geneticists working in the field of medical genetics, cytogenetics and molecular biology. The successful applicant will have experience with the application of molecular genetics to the study of human genetic disease and have demonstrated the ability to conduct independent research. The successful applicant is expected to teach effectively at graduate and undergraduate level and to supervise graduate students. Academic rank and starting salary will depend on qualifications and experience. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Candidates are equally encouraged to apply. Interested candidates please supply curriculum vitae and names and addresses of three referees by July 1, 1988 to Earlier N.P. Kenny, M.D., Professor and Chairman, Department of Paediatrics, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

QUEEN'S UNIVERSITY/BEECHGROVE CHILDREN'S CENTRE. Behavioral Paediatrics. The Department of Paediatrics at Queen's University and the Beechgrove Children's Centre are seeking a qualified individual to continue the Behavioural Paediatric Service beginning July 1, 1988. Duties include providing Behavioural Paediatric consultations to Centre staff, as well as to community professionals and agencies; coordinating the input of a complete multidisciplinary team; participating actively in the community, with a focus on prevention and early intervention; and providing medical coverage to the centre's 19-bed residential unit. Undergraduate and post-graduate paediatric teaching is also required. Academic rank and starting salary will depend on qualifications and experience. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Candidates are equally encouraged to apply. Interested candidates please supply with curriculum vitae, names and addresses of three referees by April 15, 1988 to: Behavioural Paediatric Search Committee, c/o Beechgrove Children's Centre, Post Bag 7100, King Street W., Kingston, Ontario, K7L 5H1.

MICROBIOLOGY

UNIVERSITY OF SASKATCHEWAN. Clinical Research Microbiologist. Individuals having a Ph.D. with post-doctoral experience or training in clinical microbiology, and a demonstrated aptitude in applied molecular techniques are invited to apply for a position in the Department of Microbiology, University of Saskatchewan, Saskatoon, Saskatchewan. The appointee will have a major service responsibility within the Department of Clinical Microbiology, University Hospital, and will also have a non-tenure track position at the Assistant Professor level in the Department of Microbiology, College of Medicine. The salary will be commensurate with qualifications and experience. The Department of Clinical Microbiology at University Hospital incorporates sections of bacteriology, virology, mycology, parasitology and immunology. As a major responsibility in the Department, the appointee will be expected to initiate the implementation and development of rapid diagnostic assays. The faculty of the Department of Microbiology in the College of Medicine includes basic science and clinical microbiologists, virologists and immunologists as well as infectious disease physicians. The successful candidate will be expected to participate in undergraduate and graduate teaching of students in the health and natural sciences. Interaction with other faculty in the Department of Microbiology in development of diagnostic techniques and of his or her own research programme will be expected. Applications accompanied by a curriculum vitae and names of referees should be submitted by June 1, 1988 to: Dr. W.L. Albrition, M.D., Ph.D., F.R.C.P.(C), Professor and Head, Department of Microbiology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian Immigration regulations, preference will be given to Canadians and landed immigrants.

MOLECULAR BIOLOGY & GENETICS

UNIVERSITY OF GUELPH. Research Associate Position. Applications are invited for the position of a Research Associate to study translational control of gene expression in eukaryotes. The molecular basis of translational control of e housekeeping protein in muscle cells is currently being examined by using biochemical and molecular techniques. Experience in cloning and protein purification is essential. Applicants must have a doctoral degree with at least two years of post-doctoral experience. Salary is commensurate with experience. Please send curriculum vitae and three letters of reference to Dr. J. Bag, Department of Molecular Biology and Genetics, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be received by April 1, 1988.

MUSIC

THE UNIVERSITY OF ALBERTA. Department of Music. Applications are invited for a full-time tenure-track position in clarinet, flute, or saxophone at the junior Assistant Professor level (1987-88 salary range: $31,612.00 — $32,756.00). Applicants should have completed doctorale or equivalent professional experience; expertise in wind band conducting is required and additional teaching and performing interests are desirable. Duties will include studio teaching, wind band conducting, chamber music, private coaching, classes in wind techniques, and an active program of solo and chamber music performances. Send curriculum vitae, three letters of reference, and official transcripts of graduate work should be sent to Dr. Alfred Fisher, Chairman, Department of Music, University of Alberta, 3-82 Fine Arts Building, Edmonton, Alberta, Canada T6H 2G9. Appointment date: July 1, 1988. Application deadline: April 15, 1988 or when position is filled. Tapes of solo performances and ensemble conducting may be requested at a later date. The University of Alberta is committed to the principle of equity in employment. Vacancy Number 128 707 salary.

MOUNT ALLISON UNIVERSITY. Department of Music. Applications are invited for a one year sabbatical replacement position, subject to budget approval, for the 1988-89 academic year. The preferred candidate will have a doctorate in Music Theory and/or Composition, but candidates with a Master's degree and some university teaching experience may also be considered. Responsibilities will include teaching second-and/or third-year Theory, Composition and possibly Orchestration. The ranks at which this appointment may be made and the 1987-88 salary ranges for these ranks, are as follows: lecturer $24,103 to $34,995 and assistant professor, $29,689 to $41,300. Each application should include a curriculum vitae and the names of three referees, and should be sent to: Dr. Brian Elliott, Dean of Arts, Mesbrook Hall, Mount Allison University, Sackville, New Brunswick E0A 3C0. The closing date for receipt of applications is April 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

UNIVERSITY OF TORONTO. Faculty of Music. Applications are invited for a tenure-stream appointment in Ethnomusicology at the rank of Assistant/Associate Professor in the Faculty of Music. Qualifications: Ph.D. or equivalent in ethnomusicology; teaching experience, a proven research interest and capability. The candidate must be prepared to teach undergraduate courses (possibly world music, jazz and popular music history) as well as specialized graduate courses. Salary will be commensurate with qualifications with C.V. and three letters of reference to: Dean Carl Morey, Faculty of Music, University of Toronto, Toronto, Ontario, Canada M5S 1A1. Effective date of appointment: July 1, 1988. This appointment is subject to University approval.

UNIVERSITY OF TORONTO. Faculty of Music. Applications are invited for a tenure-stream appointment in Ethnomusicology at the rank of Assistant/Associate Professor in the Faculty of Music. Qualifications: Ph.D. or equivalent in ethnomusicology; teaching experience, a proven research interest and capability. The candidate must be prepared to teach undergraduate courses (possibly world music, jazz and popular music history) as well as specialized graduate courses. Salary will be commensurate with qualifications with C.V. and three letters of reference to: Dean Carl Morey, Faculty of Music, University of Toronto, Toronto, Ontario, Canada M5S 1A1. Applications will remain open until an appointment is made. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply for positions. This appointment is subject to University approval.

UNIVERSITY OF TORONTO. Music. Subject to budget approval, the Division of Humanities, Scarborough Campus, University of Toronto, invites applications for a tenure stream appointment at the rank of Assistant Professor in the area of Music History. Applicants must have a Ph.D. and must be able to teach music history from medieval to twentieth century (including Jazz). Applicants must also have a demonstrated ability to teach elementary harmony and ear training, to direct an active college choir and to provide the music component to interdisciplinary courses in Humanities. A letter of application, a C.V., three confidential letters of reference, and evidence of teaching ability should be sent to: Professor Paul Thompson, Chair, Division of Humanities, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. Closing date for applications is April 1, 1988. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents.

NATIVE LANGUAGES

LAKEHEAD UNIVERSITY. Native Languages. Applications are invited for a probationary (tenure track) appointment in Algonquian Language Studies, effective 1 July 1988. This position will be cross appointed to Education and Languages. Preference will be given to candidates holding a doctorate, with field-oriented studies concentrated in Algonquian linguistics. Candidates having an equivalent combination of academic credentials (a completed Master's degree in linguistics as a minimum) and strong field experience will be considered. A teaching certificate and relevant successful experience in Education would be an asset. The successful candidate should exhibit a record of research and scholarly activities with an awareness and sensitivity to the culture of Native people. Duties will include an appropriate combination of undergraduate and graduate teaching, research and scholarship in Native Languages and Native Teacher Education. Rank and salary will be commensurate with qualifications and experience. Send full curriculum vitae and the names of three referees to Dr. Dianne Common, Dean of Professional Studies, Lakehead University, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian Immigration regulations this advertisement is directed to applications from Canadian citizens and permanent residents. An Equal Opportunity Employer.

NURSING

THE UNIVERSITY OF BRITISH COLUMBIA School of Nursing invites application for faculty positions with teaching responsibilities in both the undergraduate and graduate programs. An earned doctoral degree in nursing, or a related discipline with a master's degree in nursing is required. Candidates should have teaching experience, relevant clinical experience or expertise in community health, psychiatric, medical-surgical, or maternal-child nursing, and will be expected to establish a program of research and publication. Candidates must be willing to register with the R.N.A.B.C. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Salary and rank will depend upon qualifications and experience. Applications, with curriculum vitae, and the names of three referees (including full postal addresses) should be sent to: Dr. Marilyn Willman, Director, School of Nursing, University of British Columbia, T206 - 2211 Wesbrook Mall, Vancouver, B.C., V6T 2B5

UNIVERSITY OF NEW BRUNSWICK. Faculty Position is invited for a Master's prepared nurses in psychiatric/mental health nursing, with clinical expertise in these areas. Previous research and teaching in curriculum development would be an asset. Rank and salary will be commensurate with the candidate's experience. Starting Date: July 1, 1988 (subject to budget aporoval). In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Send letters of application, curriculum vitae, and names, addresses and phone numbers of 3 references to: Dean J. McWhirter, Faculty of Nursing, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3.

ST. FRANCIS XAVIER UNIVERSITY. Nursing Faculty. St. Francis Xavier University invites applications for two faculty positions, depending on budgetary approval, in an integrated undergraduate B.Sc.N program The positions will be available for September 1, 1988. A Doctoral Degree in Nursing is preferred, and a Master's Degree in Nursing with clinical experience in medical-surgical, maternal-child, or pediatric nursing is a requirement for the positions. Candidates must be eligible for registration with the R.N.A.N.S. Salary and rank are commensurate with qualifications and experience. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. Please direct letter of application, outlining curriculum vitae and names of three professional references to: Angela Gillis, Chair, Department of Nursing, St. Francis Xavier University, Antigonish, Nova Scotia B2G 1C0.

PALEOLIMNOLOGY

QUEEN'S UNIVERSITY. Department of Biology. Applications are invited for a Research Associate to join an active paleolimnology group. The position is expected to begin May 1, 1988, or until a suitable candidate is found. The deadline for applications is April 15, 1988. The applicant must hold a Ph.D. and published evidence of expertise in all of the following research areas: lake sediment and chrysophyle scale microfossils, Pb-210 dating, geochemistry, and statistics. Preference will be given to those with relevant post-doctoral experience, especially with acidification and metal pollution studies. The initial term of employment will be for three years, with the possibility of renewal. Salary will be commensurate with qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send application, including a CV, representative reprints, and the names and addresses of two referees to: Dr. John P. Smol, Dept. Biology, Queen's University, Kingston, Ontario, K7L 3N6.

PHILOSOPHY

SAINT MARY'S UNIVERSITY. Department of Philosophy. Three year full-time term appointment, convertible to tenure-track status contingent on enrolment, at the assistant professor rank. Ph.D. required, and teaching experience in Introductory Logic desirable. Field of specialization open. Interested persons should send curriculum vitae, and arrange for three letters of reference to be sent to: Arthur P. Monahan, Chair, Philosophy Department, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

UNIVERSITY OF OTTAWA. Position in Philosophy. The Philosophy Department of the University of Ottawa invites applications for a one-year limited-term appointment, to begin July 1, 1988. Rank: Assistant Professor. Description: Courses to be taught in English; Area of competence: undergraduate courses in Reasoning and Critical Thinking, Philosophical Anthropology. Area of specialization: open. Qualifications: Ph.D. required; Teaching experience, active research, and publications; Ability to teach in English and French is an asset. Salary in accordance with the Collective Agreement. Send application, with curriculum vitae and three letters of reference before March 31st, 1988, to: Professor Guy Lefrance, Chairman, Department of Philosophy, University of Ottawa, Ottawa, Ontario, K1N 6N5. In accordance with Canadian immigration requirements, this advertisement is directed at Canadian citizens and landed immigrants. Employment Equity is University policy.

UNIVERSITE D'OTTAWA. Poste en Philosophie. Le département de philosophie de l'Université d'Ottawa annonce l'ouverture d'un poste de professeur remplaçant pour une année, du 1er juillet 1988 au 30 juin 1989. Rang: Professeur adjoint. Description du Poste: Pour enseignement en français dans les cours généraux de premier cycle: raison logique et pensée critique, philosophie politique. Critères de Selection: Doctorat en philosophie. Expérience dans l'enseignement et la recherche. Publications; Bilinguisme souhaitable. Traitement selon les normes de la convention collective. Faire parvenir votre candidature, curriculum vitae et trois lettres de recommandation, avant le 31 mars 1988 au: Guy Lefrance, Directeur, Département de Philosophie, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. Conformément aux exigences de l'immigration canadienne, ce poste est ouvert aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'égalité en matière d'emploi.

YORK UNIVERSITY. Faculty of Arts. Department of Philosophy. Assistant Professor, probationary tenure-stream. Qualifications required: Ph.D. or equivalent in Philosophy, teaching experience and publications Main area of specialization: Philosophy of Language or Advanced Symbolic and Philosophical Logic. Duties: may include teaching in both graduate and undergraduate programmes, and the development of a programme of productive research. Appointment effective: July 1, 1988, pending University approval. Applications, including curriculum vitae and at least three letters from academic referees should be sent to: Chair, Department of Philosophy, York University, 4700 Keele Street, North York, Ontario, Canada, M3J 1P3. Application Deadline: April 1, 1988 In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. We encourage all qualified women and men are invited to apply.

PHYSICAL & OCCUPATIONAL THERAPY

McGILL UNIVERSITY. Programs in Occupational Therapy and Physiotherapy. Applications are invited for full-time tenure track academic appointments in the programs of Physiotherapy and Occupational Therapy. McGill University offers BSc degrees in OT and PT as well as an MSc degree in Health Science. Qualified candidates will have a minimum of a Bachelor's degree in Physical Therapy or Occupational Therapy and a graduate degree in a field of study relevant to the position. Applicants must be registered or eligible for registration with the provincial licensing body. Applicants should have a minimum of two years of clinical experience. Preference will be given to candidates who possess a doctoral degree and have a clinical research interest in one of the following areas: pediatrics, psychiatry, cardiopulmonary rehabilitation, rheumatology or orthopedics. Send a letter stating your research interests, a curriculum vitae, copies of up to three publications, and names of three references to: Dr. P.D. Snider, Chairman, Search Committee, School of Physical and Occupational Therapy, 3654 Drummond Street, Montreal, Québec, Canada H3G 1Y6. Assistant Professor $30,997, Associate Professor $39,620; Professor $49,104 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

PHYSICAL EDUCATION

BROCK UNIVERSITY. Department of Physical Education. The Department of Physical Education at Brock University is inviting applications for a senior lecturer position specializing in the history and philosophy of movement education, and able to assist in movement education activities such as gymnastics, modern dance, educational gymnastics and developmental games. Applicants should be prepared to do research in movement education. Ph.D. or equivalent preferred. Appointment effective July 1, 1988. Applications should include a curriculum vitae, a research plan, and the names of three referees. They should be sent to: Dr. Lorne J. Adams, Chairman, Department of Physical Education, Brock University, St. Catharines, Ontario, Canada L2S 3A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. Brock University is an equal opportunity employer.

BROCK UNIVERSITY. Department of Physical Education. The Department of Physical Education at Brock University is inviting applications for positions in the area of motor control/learning. Expertise in any of creative or folk dance, educational gymnastics and developmental games applicants should be prepared to do research in movement education Ph.D. or equivalent preferred. Appointment effective July 1, 1988. Applications should include a curriculum vitae, research plan, and the names of three referees. They should be sent to: Dr. Lorne J. Adams, Chairman, Department of Physical Education, St. Catharines, Ontario, Canada L2S 3A1. The availability of these positions is pending final university approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. Brock University is an equal opportunity employer.

PHYSICS

UNIVERSITY OF MANITOBA. The Physics Department at the University of Manitoba invites applications for tenure track positions that are anticipated for the coming academic year. Rank and salary would be commensurate with qualifications. Preference will be given to applicants in Theoretical Physics and in experimental atomic, molecular, or optical physics; however, outstanding applicants in other areas are also encouraged to apply. Curriculum vitae and the names of three referees should be sent before 1st May 1988 to: R.C. Barker, Head, Department of Physics, 301 Allen Building, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. We offer equal employment opportunities to qualified male and female applicants. In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Physics. Postdoctoral Fellowships at University of Waterloo. The Department of Physics is offering postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, high-temperature superconductivity, particle physics and relativity, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request Applicants should send a resume and names of 3 references to: Prof. A.D.S Nag, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Waterloo University is implementing a policy of employment equity. Qualified women and men are invited to apply.

PHYSIOTHERAPY

UNIVERSITE D'OTTAWA. Professeur ou progremme de physiothérapie. Le nouveau programme bilingue de physiothérapie de l'Université d'Ottawa offre deux postes d'enseignants à temps complet pour disposer en français, une partie de l'enseignement professionnel. Ce poste peut conduire à l'obtention de la permanence. Exigences: 1 Possédez une maîtrise et de préférence un doctorat dans un domaine approprié; 2 Posséder une expertise clinique; 3. Maîtrise du français et de l'anglais; 4. Possédez de préférence une expérience en enseignement et de recherche. Date d'entrée en fonction: juillet 1988 Date limite de la mise en candidature: 31 mars 1988. Selon les exigences d'immigration Canada, la préférence sera donnée aux candidats qui sont canadiens ou immigants reçus. Le tout est sujet à l'approbation du Bureau des Gouverneurs de l'Université. L'Université a une politique d'égalité en meilere d'emploi. Les personnes intéressées sont priées de faire parvenir leur demande avec leur curriculum vitae à l'adresse suivante: M. Michel R. Vaillancourt, Programme de Physiothérapie, Faculté des Sciences de la Santé, Université d'Ottawa, 451 chemin Smyth, Ottawa, Ontario K1H 8M5.

UNIVERSITY OF OTTAWA. Teaching Positions in Physiotherapy Program. Applications are invited for two academic positions in the new bilingual Physiotherapy Program at the University of Ottawa. The appointees will hold a full-time position and will be eligible for tenure. Courses will be given in French. Successful candidates will possess an M.Sc. with preference given to those with a Ph.D. A minimum of two years experience in the field of orthopaedics, rheumatology, electrodiagnosis, neurodiagnosis or electrotherapy is required. Successful candidates will have a proven record as a researcher/educator. Membership in CPPO and/or the Board of Directors of Physiotherapy and/or CPA is also required. Fluency in both official languages is preferred. Salary commensurate with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Employment equity is University policy. An application accompanied by a detailed curriculum vitae should be forwarded no later than March 31, 1988 to: Mr. M.R. Vaillancourt, Director, Physiotherapy Program, Faculty of Health Sciences, University of Ottawa, 451 Smyth Road, Ottawe, Ontario, K1H 8M5.

POLITICAL SCIENCE & STUDIES

McGILL UNIVERSITY. Department of Political Science. McGill University invites applications for one or more sessional lecturer positions for the 1988-89 academic year. The position(s) are subject to budgetary approval. Possible fields include Canadian Politics, American/Comparative Government and Politics, Soviet and East European Government and Politics, East Asian Government and Politics. Candidates should have a Ph.D. in Political Science. In accordance with Canadian immigration requirements, this notice is directed in the first instance to Canadian citizens and permanent residents. Applications should be submitted no later than April 15, 1988. Applications, including a curriculum vitae, university transcripts and the names of three referees, should be sent to: Professor Paul Noble, Chairman, Department of Political Science, McGill University, 855 Sherbrooke St W., Montreal, Quebec, H3A 2T7.

ST. THOMAS MORE COLLEGE. Political Studies. St. Thomas More College, University of Saskatchewan, invites applications for a tenure-track appointment in Political Studies at the Assistant Professor level commencing on 1 July, 1988. Candidates should have the Ph.D. in hand or firmly expected by July, 1988, and show promise in research and teaching. The area of specialization is open. Salary is competitive and is negotiable in accordance with qualifications and experience. This position is open to both men and women and, in accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents. Applications close when the position is filled, but in any case not before 31 March, 1988. Applications, including a curriculum vitae, transcript of graduate record and three letters of reference should be sent to Professor J.G. Quenneville, Head, Department of Political Studies, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W6. St. Thomas More College is a Catholic College federated i.e. academically integrated, with the University of Saskatchewan.

YORK UNIVERSITY, GLENDON COLLEGE. Department of Political Science, invites applications for a full-time, contractually limited appointment to the International Studies Programme to commence 1st July 1988. The successful candidate will teach a selection of three courses in the French language in the following areas: International Relations theory, Area studies, History of International Relations, International Political Economy. Qualifications required: Ph.D. degree or ABD, teaching experience at the University level in English and French. (3) Scholarly publication record. Rank and salary negotiable. Forward application plus three letters of reference to Professor E. R. Appalhurel, Chairman, Search committee, Department of Political Science, York University, Glendon College, 2275 Bayview Avenue, Toronto, Ontario, M4N 3M6. Deadline for applications, 30 March 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity. Qualified women and men are invited to apply.

UNIVERSITE YORK, COLLEGE GLENDON, Département de Science Politique, invite des candidatures pour le poste en études internationales au Collège Glendon. Le département de science politique sollicite des candidatures pour un poste d'une durée de trois ans, chargé de chargé d'enseignement. Ce poste est du type contractuel. Entrée en fonction: 1er juillet 1988 Enseignement des cours en français en études internationales dans les domaines suivants: théorie des relations internationales, études régionales, histoire des études internationales, politique économique internationale. Conditions: (1) doctoral; (2) haut niveau de compétence en français et en anglais. Expérience de l'enseignement dans les deux langues; (3) publications en études internationales. Salaire Conforme à la convention collective. Faire parvenir votre candidature, un curriculum vitae et trois lettres de recommandation à Professeur E. R. Appalhurul, Directeur, Comité d'engagement, Département de science politique, 359 York Hall, Glendon College, 2275 avenue Bayview Toronto Ontario M4N 3M6 Date limite: 30 mars 1988. Conformément aux exigences d'immigration Canada, ce poste est ouvert aux citoyens canadiens et aux résidents permanents. L'Université York applique une politique d'équité en matière d'emploi. Sont invitées à se porter candidates les femmes et les hommes possédant les qualifications requises.

UNIVERSITY OF REGINA. The Department of Political Science invites applications for a 1 year term position at the rankuter of Assistant Professor level commencing July 1, 1988. Rank and salary commensurate with experience. Applications are invited from persons with a completed or near completed Ph.D. in Political Science with teaching and research experience in the following area: Political Theory preferably with a sub-specialty in Canadian or Comparative politics. Candidates would be expected to teach theory classes at the junior and senior level, as well as a general introductory class. Deadline for applications is April 15, 1988. Applicants should send their curriculum vitae and arrange for the forwarding of three letters of reference to: Dean D. de Vlieger, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. This advertisement is directed in the first instance to Canadian citizens and landed immigrants.

PSYCHOLOGY

ROYAL ROADS MILITARY COLLEGE invites applications for a tenure-track position at the Assistant or Associate Professor level in psychology beginning 1 August 1988. Applicants should be prepared to teach courses at the undergraduate level and to carry out research. Applicants should have military experience, a Ph.D. in psychology, and expertise in the following fields: statistics and research design, military psychology, and leadership studies. Salary will be commensurate with qualifications and level of appointment. Send curriculum vitae and the names of three referees to: Dr. J.S. Mothersill, Principal, Royal Roads Military College, FMO Victoria, B.C V0S 1B0. Applications must be received until 15 April, 1988. Open to Canadian citizens and landed immigrants only Royal Roads Military College offers equal employment opportunities to qualified female and male applicants

BRANDON UNIVERSITY. Department of Psychology. Applications are invited for a tenure track appointment at the Assistant or Associate Professor level commencing as early as August 1, 1988. Teaching duties will involve undergraduate instruction in six half courses over the academic year in the areas of Clinical Psychology and Personality The Department is seeking an empirically

oriented Clinical Psychologist with a Ph.D. Completion of an approved internship is desirable but is not a necessary condition for the position. The successful applicant will have access to departmental research facilities and will be expected to pursue an active research program. The Assistant Professor salary range for 1987/88 is $30,033.00 - $43,700.00, and the Associate Professor salary range for 1987/88 is $38,047.00 - $54,447.00. Salaries are under negotiation for 1988/89. Application for Zuroff, the accepted until the position is filled. Interested candidates should send their Curriculum Vitae, most recent official University Transcript, copies of relevant publications, and three letters of reference to: Professor Dennis S. Oliveon, Chair, Department of Psychology, Brandon University, Brandon, Manitoba, Canada, R7A 6A9, (204) 727-9677. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

BRANDON UNIVERSITY. Department of Psychology. Applications are invited for two one-year term appointments at the Assistant Professor level beginning as early as August 1, 1988. The responsibilities for each appointment will involve undergraduate instruction in six half courses over the academic year. The courses will include some combination of Introductory, Social, Environmental, Organizational, Motivational and Research Methods. The successful applicants will have access to Departmental research facilities and will be encouraged to engage in research. The Department is seeking applicants with a Ph.D. in Psychology, however, applicants with a Master's Degree in Psychology may be considered at the rank of Lecturer. Salary range for 1987/88: Assistant Professor $30,033.00 - $43,701.00, and Lecturer $23,878.00 - $31,451.00. These salaries are under negotiation for 1988/89. Applications with Curriculum Vitae, most recent official University Transcript, copies of any recent publications, and three letters of reference should be sent to: Professor Dennis S. Oleson, Chair, Department of Psychology, Brandon University, Brandon, Manitoba, Canada R7A 6A9, (204) 727-9677. Applications will be accepted until the positions are filled. The filling of these positions is subject to budgetary approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF NEW BRUNSWICK, FREDERICTON. Department of Psychology. Applications are invited for two positions in the Department (both subject to final budgetary approval). The first position is expected to be probationary (tenure-track) at the Assistant Professor level in Applied Psychology. The Department has a growing program at the M.A. and Ph.D. levels in the Applied and Clinical areas of Psychology and applicants will be considered in all applied areas. The successful applicant will have a Ph.D., an active research program, and should be eligible to apply for licensing in the province of New Brunswick. The second opening is a one-year leave replacement position for the area of Quantitative Psychology. The primary qualification is the ability to teach Statistics, including Multivariate and Research Design, at the Graduate level. In accordance with Canadian immigration regulations, preference will be given to citizens and permanent residents of Canada. Applicants for both positions, clearly specifying which, should include a curriculum vitae, the names of 3 referees and copies of recent publications and should be sent to Dr. Wayne Donaldson, Chairman, Department of Psychology, Beg Service #45444, University of New Brunswick, Fredericton, N.B., E3B 6E4.

UNIVERSITY OF REGINA. Department of Psychology. Applications are invited for two tenure-stream positions in PERSONALITY/ASSESSMENT and CLINICAL psychology (duties described below). Appointments effective July 1, 1988. Salaries commensurate with qualifications and experience, in accordance with the Collective Agreement (subject to budgetary approval). A PhD in psychology and evidence of research productivity are minimal requirements for both positions. Note: these two positions are in addition to the previously advertised Clinical and Experimental positions. CLINICAL: to teach modern theories of psychopathology and intervention techniques at undergraduate and graduate levels; to supervise Honours and graduate theses; to supervise graduate-level practica and internships; to conduct research in area of specialization; must be eligible for registration in the Province of Saskatchewan; experience in child-clinical desirable. PERSONALITY/ASSESSMENT: to teach courses in psychometrics/assessment and personality at undergraduate and graduate levels; to supervise Honours and graduate theses; to participate in the development of the Department through the conduct and publication of research in area of specialization. Candidates should send letter of application, curriculum vitae, reprints or preprints and arrange to have at least three letters of reference sent directly to: Prof. D. de Vlieger, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan S4S 0A2. Applications will be considered until the positions are filled. However, interested candidates should be advised that Interviews are likely to be scheduled by the end of March. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McGILL UNIVERSITY. Department of Psychology. Post-Doctoral Fellowship in Clinical Psychology. The Department of Psychology at McGill University is offering a Post-Doctoral Fellowship ($25,000 per year) in Clinical Psychology for the 1987-88 academic year (renewable yearly for up to 3 years. Candidates with developed research ideas related to any area of Clinical Psychology are encouraged to apply. Research areas of particular interest include alcoholism, child clinical, depression, expert diagnostic and treatment systems, health psychology, aggression, human sexuality, and neuropsychology. The Fellow will be required to participate to a limited extent in undergraduate and graduate teaching. Prospective applicants should send a C.V., 3 letters of recommendation and a letter outlining their research interests to Professor Irv Zuroff, Director of Clinical Training, Department of Psychology, McGill University, 1205 Docteur Penfield Ave., Montreal, Quebec, H3A 1B1.

UNIVERSITY OF WESTERN ONTARIO. Psychology. The Department of Psychology, University of Western Ontario, invites applications for a potentially tenure-track position at the Assistant Professor level in the field of Educational Psychology. The successful candidate will have strong doctoral level academic credentials, plus demonstrated ability in research and teaching. Applicants from any subfield of Educational Psychology will be considered, but preference will be given to individuals with strengths in educational applications of cognitive psychology and/or psychological assessment. The initial appointment will be for a 3-year limited term period, with the possibility of subsequent conversion to probationary status. To be scheduled starting date, subject to budgetary approval is July 1, 1988. Letters of application, including a curriculum vitae, copies of recent publications, and three letters of recommendation, should be sent to Dr. W. J. McClelland, Chair, Department of Psychology, University of Western Ontario, London, Ontario, Canada N6A 5C2. Applications from women scholars are especially invited. An equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada.

ST. THOMAS UNIVERSITY. Psychology. The Department of Psychology, St. Thomas University, invites applications for a two year probationary (tenure-track) appointment (subject to approval) at the level of Assistant Professor in the area of Personality. Applications from graduate students will be expected to teach undergraduate courses, supervise honours theses and carry out an active research program. Preference will be given to Canadian citizens or landed immigrants. A Ph.D. is required. Applicants should submit a curriculum vitae, samples of scholarly work, and arrange to have three letters of recommendation sent directly to: Dr. Thomas A. Fish, Chair, Department of Psychology, St. Thomas University, Fredericton, New Brunswick, E3B 5G3. Applications accepted until position filled. Appointment effective July 1, 1988.

CONCORDIA UNIVERSITY. The Department of **Psychology** invites applications for three (3) one-year positions at the rank of Assistant Professor for August 1, 1988 to May 31, 1989. Primary responsibility is for undergraduate teaching in first year courses in Research Methods and upper-year courses in Learning, Motivation, Personality, Physiological and Behavioural Medicine. Applicants must hold a Ph.D. and should be prepared to make a research contribution to the Department. Salaries for all positions are competitive with commensurate qualifications. The current floor of Assistant Professor is $32,003 as of June 1, 1988. Applicants should submit a curriculum vitae and samples of scholarly work, and should arrange to have at least three letters of recommendation sent directly to: Dr. Charles W. White, Chairperson, Department of Psychology, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. Application deadline: when position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

RELIGIOUS STUDIES

BISHOP'S UNIVERSITY. Religion. Bishop's University invites applications for a tenure track position in the Assistant Professor level beginning July 1, 1988 in the area of New Testament Studies and the History of Christian Thought, particularly in the areas of Ethics and/or Women in Religion also desirable. This position is subject to budgetary approval. Ph.D., teaching experience and some publications are required. Salary commensurate with qualifications. Applications with a curriculum vitae and the names of three referees should be sent to Dr. J. Rittmeister, Chairperson, Division of Humanities, Bishop's University, Lennoxville, Quebec J1M 1Z7. Application deadline: open until position filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ST. THOMAS UNIVERSITY. Department of Religious Studies. Applications are invited for a tenure-track position in Roman Catholic moral theology commencing July 1, 1988 (subject to approval). Rank and salary dependent upon qualifications. A doctoral degree and teaching experience are necessary. The successful candidate will be teaching undergraduate courses in principles of ethics, personal ethics, and social ethics. Competency to teach in other areas such as sacramental theology would be an asset. Letter of application, curriculum vitae, and three letters of reference should be sent to Dr. Thomas Parkhill, Chair, Department of Religious Studies, St. Thomas University, Fredericton, N.B., E3B 5G3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

RESEARCH

UNIVERSITY OF ALBERTA. Lipid and Lipoprotein Research Group. The Lipid and Lipoprotein Research Group requires two faculty members at the level of Assistant or Associate Professor. One of the candidates must be using molecular biological techniques to solve important problems in lipid and/or lipoprotein metabolism. The second position is for an M.D. Scientist who would spend at least 75% of his/her time on research. Both positions would be funded via applications to the Alberta Heritage Foundation for Medical Research. The salary range is $34,812 - $57,736. A clinical supplement of up to $20,000 would be available to a licensed M.D. The deadline for receipt of applications is April 30, 1988. Until the positions have been filled, interested individuals should reply in writing, including a Curriculum Vitae and the names of three referees to: Dr. Dennis Vance, Director, Lipid and Lipoprotein Research Group, University of Alberta, 446 Heritage Research Building, Edmonton, Alberta T6G 2C2, Canada. The University of Alberta is committed to the principle of equity in employment.

RUSSIAN

UNIVERSITY OF NEW BRUNSWICK. Russian. Applications are invited for a probationary (tenure-track) position in Russian language and literature which is expected to commence July 1, 1988. The appointment is subject to budgetary approval and, if approved, will be at the Assistant Professor level. The successful Ph.D. and demonstrated research potential are required. Previous teaching experience is desirable. Candidate will be responsible for teaching Language, Literature, and Civilization courses, as necessary. A curriculum vitae, copies of any publications, and the names of three referees should be sent to Professor S. Ekhadem, Department of Germen and Russian Studies, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

SCULPTURE

CONCORDIA UNIVERSITY. The Department of Studio Arts invites applications for the position of Assistant Professor, Sculpture (Tenure Track), commencing with the 1988-89 academic year. The successful candidate will be required to work within a large and diverse Fine Arts Faculty dedicated to strong undergraduate and graduate programs. Candidates should also show an interest in and sensitivity to the inter-relationship of the three departmental units. Applicants should have a working knowledge of traditional and non-traditional sculpture techniques and processes and be prepared to teach these techniques. The successful candidate will be required to work within a large and diverse Fine Arts Faculty dedicated to strong undergraduate and graduate programs. Candidates should also show an interest in and sensitivity to the inter-relationship of the three departmental units. Applicants should have a working knowledge of traditional and non-traditional sculpture techniques and processes and be prepared to teach these techniques. The successful candidate will be required to undertake teaching courses at all undergraduate and graduate levels as well as participating in administrative activities of the department. Applicants must have an extensive exhibition record, evidence of previous effective University/College level teaching experience and a strong desire to contribute to an intense and demanding undergraduate and graduate curriculum are all central to this position. The position is available August 1, 1988. Salary is commensuate with qualifications and experience. Applications including curriculum vitae, names of three referees, examples of recent art work (and student work if available) in slide form should be sent to: Chair, Search Committee, Department of Sculpture, Ceramics and Fibres, Concordia University, VA Building, Room VA-262, 1395 Dorchester Blvd. West, Montreal, Quebec H3G 1M8. Deadline for receipt of applications is April 30, 1988. In accordance with Canadien Immigrafion requirements, this advertisement is directed to Canadian citizens and permanent residents.

SERVICE SOCIAL

UNIVERSITE LAVAL. Faculté des sciences sociales. Poste de professeur école de service social. Description: Le poste se situe dans le champ d'études du service social. Le ou la titulaire du poste aura donc a contribuer a l'ensemble des activités de l'École de service social aux 3 cycles: assumer les fonctions universitaires d'enseignement, de recherche et de participation dans la convention collective des professeurs en vigueur à l'Université Laval. Critères: Le doctorat en service social, ou le doctorat dans une discipline connexe. Priorité sera accordée aux candidat(e)s possédant une formation en service social; Priorité accordée aux candidat(e)s ayant une expérience pratique et de recherche dans les domaines d'études ou de recherche du service social; Capacité de participer au développement des activités de l'École et de travailler en équipe; Une expérience d'enseignement en milieu universitaire constitue un atout important. Entrée en fonction: selon les avantages sociaux selon la convention collective. Conformément à la convention collective (art. 3.3.17), à compétence égale, priorité sera accordée à une candidate dans le respect des droits de la personne. Date d'entrée en fonction: 1er juin 1988. Les candidat(e)s intéressé(e)s sont prié(e)s de faire parvenir leur candidature, accompagnée de leur curriculum vitae avant le 1er avril 1988, à l'adresse suivante: Jeanne Carey-Bélanger, directrice, École de service social, Faculté des sciences sociales, Université Laval, Québec G1K 7P4; Tel: (418) 656-2371.

SOCIAL WORK & GERONTOLOGY

McMASTER UNIVERSITY offers a three-year B.A. and a four-year Honours B.A. in "Gerontology and Another Subject" and both undergraduate and graduate social work degrees. A joint appointment will be made at the Assistant Professor level commencing July 1, 1988 in Social Work and Gerontology, subject to budgetary approval. The normal teaching load will be divided between the School of Social Work and Gerontology. The appointee will also participate in the activities of the Educational Centre for Aging and Health, recently funded with a ten-year grant from the Government of Ontario. Preference will be given to applicants with a Ph.D. or equivalent degree. Salary commensurate with qualifications and experience, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications for the closing date for applications is March 31, 1988. Applicants should send a curriculum vitae and three letters of reference to Dr. Susan Wyatt, Director, School of Social Work, McMaster University, Togo Salmon Hall, 314, Hemilton, Ontario L8S 4M2.

SOCIOLOGY

SAINT MARY'S UNIVERSITY. Department of Sociology. Applications are invited for a 9-month contractually-limited position in the Sociology department. The successful candidate must be able to teach classical and contemporary sociological theory to undergraduate students. Other areas of specialization are open but preference will be given to those with interests in criminology, sociology of law, and research methods in justice studies. Applicants should send curriculum vitae, sample of written work, covering letter stating interests and three letters of reference to: Dr. John McMullan, Chairperson, Department of Sociology, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. In accordance with Canadian Immigration Department regulations, this advertisement is directed to Canadian citizens and permanent residents.

BISHOP'S UNIVERSITY. Sociology. The Department of Sociology at Bishop's University will be making a one-year sabbatical replacement appointment for the year 1988-89 at the Lecturer or Assistant Professor rank (floor). Areas of concentration should include Theoretical Method and Mass Communication. Applicants are expected to have completed Ph.D.s or to be near their completion date. Salary will be commensurate with experience and qualifications. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Bishop's University is an equal opportunity employer. Applications with curriculum vitae and names of three referees should be addressed to: Professor G. S. Groves, Chairman, Division of Social Sciences, Bishop's University, Lennoxville, Quebec J1M 1Z7.

WILFRID LAURIER UNIVERSITY. The Department of Sociology, Wilfrid Laurier University, announces a vacancy for a one-year limited term appointment in sociology, to begin July 1, 1988. Ph.D. required, or near completion. Teaching duties will include Introductory Sociology, sociology of sexualities, and Introductory Sociology. Candidates must have a thorough knowledge of sociological theory. Applicants must also have a strong desire to contribute to an intense and demanding undergraduate and graduate curriculum are all central to this position. The position is available August 1, 1988. Salary is commensuate with qualifications and experience. Applications including curriculum vitae, names of three referees, examples of recent art work (and student work if available) in slide form should be sent to: Chair, Search Committee, Department of Sculpture, Ceramics and Fibres, Concordia University, VA Building, Room VA-262, 1395 Dorchester Blvd. West, Montreal, Quebec H3G 1M8. Deadline for receipt of applications is April 30, 1988. In accordance with Canadien Immigrafion requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates are informed that Wilfrid Laurier University is implementing steps to become a smoke-free environment.

UNIVERSITY OF NEW BRUNSWICK. Sociology. Applications are invited for a one-year replacement position (1988-89) (with the possibility of a tenure stream appointment). Rank and salary commensurate with qualifications. A Ph.D. (completed or near completion) is required, preferably with experience in teaching and research. Duties included teaching introductory statistics and demography, with other areas open. The current salary floor for lecturers is $23,878, and for assistant professor, $31,720. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please send curriculum vitae and three letters of recommendation to Dr. B. J. Pepperdene, Chairperson, Department of Sociology, University of New Brunswick, Fredericton, N.B. E3B 5A3. Date of appointment: July 1, 1988. Applications should be received by March 30, 1988.

McMASTER UNIVERSITY. Sociology. The Department of Sociology invites applications for a tenure-track position at the rank of Assistant Professor, commencing July 1, 1988, subject to budgetary approval. Areas of specialization are open, but applicants must have completed the Department's areas of specialization at the Ph.D. level are Class, Status and Power, Individual and Society, and Occupations and Organizations. Salary commensurate with qualifications and experience. Inquiries, including a curriculum vitae and the names of three referees, should be sent to Professor Alfred A. Hunter, Chair, Department of Sociology, McMaster University, Hamilton, Ontario L8S 4M6. Closing date for applications is March 31, 1988. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

SPANISH

UNIVERSITY OF VICTORIA. Spanish. Full-time or part-time Sessional appointments in Hispanic Studies, contingent upon funding: September 1, 1988 to April 30, 1989. Ph.D. or its equivalent is desirable. Near-native fluency. Duties: teaching of language and literature at all undergraduate levels. C.V. and names of three referees to Dr. G. Andrachuk, Chairman, Hispanic and Italian Studies, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Deadline: April 30 or until appointments filled. Canadian Immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before considering applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply.

YORK UNIVERSITY. Faculty of Arts, Department of Languages, Literatures and Linguistics. Applications are invited for a one year contractually-limited full-time appointment at the rank of Assistant Professor in Spanish, commencing July 1, 1988. Required qualifications: Ph.D. in Spanish literature with specialization in peninsular Golden Age Prose, teaching experience at the university level, fluency in Spanish, and evidence of commitment to scholarly work. The successful candidate will be able to teach undergraduate courses in Spanish language at beginning, intermediate and advanced levels, Renaissance and Baroque prose and versification, and translation. Salary commensurate with experience. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application deadline: March 31, 1988. Applicants should send a letter of application stating interests relative to this position and an updated curriculum vitae; they should also arrange to have three letters of recommendation, teaching evaluations or attestations and transcripts sent to: Luisa Karumanchiti, Chair, Department of Languages, Literatures and Linguistics, Faculty of Arts, York University, 4700 Keele Street, North York, Ontario M3J 1P3.

THEATRE

UNIVERSITY OF VICTORIA. Faculty of Fine Arts. Department of Theatre. The following sessional faculty position is available: Position: Eight months appointment from 1 September 1988 to 30 April 1989. Area: Theatre in Education/Drama in Education. Duties: To teach undergraduate and graduate courses in both Theatre in Education and Drama in Education and act as consultant to teachers in the field. Qualifications: Extensive experience in the classroom with elementary and secondary drama students as well as experience in using drama across the curriculum and teachers in the field. Ability to work with teachers in planning and implementation. University experience required at both the undergraduate and graduate levels in at least two of the fields of drama therapy and psychodrama would be helpful. Salary: Subject to negotiation and funding. Application deadline: 15 April 1988. Apply to: The Chairman, Department of Theatre, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Curriculum vitae is required as well as the names of three referees selected from the academic and professional communities. Eligibility: Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before considering applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply.

THEOLOGY

TRINITY COLLEGE, TORONTO, Faculty of Divinity, invites applications for a tenure stream position in Theology/Ethics, starting July, 1989, possibly sooner. Basic degree through doctoral level teaching. Salary and rank commensurate with qualifications. Familiarity with the Anglican tradition, completed doctorate essential. Send CV and names of referees to Dean Peter Moore, Trinity College, Toronto, Ontario M5S 1H8 (phone 416-978-2164). Deadline: May 15. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Trinity College offers equal opportunity employment to qualified female and male applicants.

TRINITY COLLEGE, TORONTO, Faculty of Divinity, invites applications for a four-year term appointment as Director of Field Education, with academic appointment in Pastoral Theology, starting July 1, 1988. Basic degree teaching, possibly advanced degree work as well. Preferably Anglican with completed doctorate essential. Send CV and names of referees to Dean Peter Moore, Trinity College, Toronto, Ontario M5S 1H8 (phone 416-978-2164). Deadline: March 31, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Trinity College offers equal opportunity employment to qualified female and male applicants.

CONCORDIA UNIVERSITY. The Department of Theology/Ciel Studies invites applications at the assistant professor level to teach systematic theology, particularly ecclesiology and sacramentology with ability to supervise a graduate theological colloquium and to referee theses. Preference will be given to candidates with teaching experience, a demonstrable research record and/or publications and a commitment to work with Roman Catholic tradition. This is a two year, tenure-track appointment beginning September 1988. Starting salary at assistant level will be $32,003. Curriculum vitae and names of referees should be sent to Dr. Russel Morozlus, Department of Theological Studies, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. Deadline for applications is April 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

VETERINARY MEDICINE

UNIVERSITY OF GUELPH. Ontario Veterinary College. Clinical Studies - Radiology. The Department of Clinical Studies, University of Guelph, is soliciting applications for a faculty position in Radiology. Applicants should have a D.V.M. or equivalent degree and should be licensed or eligible for licensure to practice in the province of Ontario. Applicants should be boarded or board eligible for the ACVR and preferably should have a minimum of three years teaching experience at the undergraduate level. Preference will be given to candidates with an advenced degree and/or demonstrated research experience in nuclear medicine and ultrasound and an interest in other imaging modalities. The position, rank and salary will be negotiable and commensurate with qualifications. The prime responsibilities of the position involve: 21 weeks/yr of teaching/service in the Veterinary Teaching Hospital leading large and small animal radiology at the undergraduate and graduate level, 12 weeks per year to develop an independent research program. The deadline for applications will be April 15, 1988, or until the position is filled. Contact Chairperson, Department of Clinical Studies, University of Guelph, Guelph, Ontario, N1G 2W1, (519) 823 8800, extension 4000, and provide a curriculum vitae and the names of at least 3 referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to final budgetary approval.

UNIVERSITY OF GUELPH. "Ontario Veterinary College. Clinical Studies - Anesthesiology. The Department of Clinical Studies, University of Guelph, is soliciting applications for a faculty position in Anesthesiology. Applicants should have a D.V.M. or equivalent degree and should be licensed or eligible for licensure to practice in the province of Ontario. Applicants should be boarded or board eligible for the ACVA and preferably should have a minimum of three years teaching experience at the undergraduate level. Preference will be given to candidates with an advanced degree and/or demonstrated research capability. Position, rank and salary will be negotiable and commensurate with qualifications. The prime responsibilities of the position involve: 21 weeks/yr of teaching/service in the Veterinary Teaching Hospital leading large and small animal anesthesia at the undergraduate and graduate level with an opportunity to instruct in a small animal intensive care unit; 12 weeks per year to develop an independent research program. The deadline for applications will be April 15, 1988, or until the position is filled. Contact Chairperson, Department of Clinical Studies, University of Guelph, Guelph, Ontario, N1G 2W1, (519) 823 8800, extension 4000, and provide a curriculum vitae and the names of at least 3 referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadien citizens and permanent residents of Canada. Subject to final budgetary approval.

UNIVERSITY OF GUELPH. Faculty position in Wildlife Pathology and Medicine. A Tenure Track position will be filled immediately at the rank of Assistant Professor, with commensurate salary. Applicants should possess a DVM or equivalent, and a post graduate degree, preferably a D.V.Sc. or Ph.D. Experience in Wildlife/Zoo Animal Pathology and Medicine is desirable, but training will be acquired. Possession of, or interest in obtaining ACVP and ACZM board certification is desirable. Responsibilities will include conducting undergraduate and undergraduate teaching, and service in an Avian/Exotic Animal Clinical Service, and Wildlife/Zoo Animal Necropsy Diagnostic Service. The applicant will be expected to develop a strong independent research program related to Wildlife/Zoo Animal Health and Disease. Candidates should submit a curriculum vitae including publications, a statement of career goals, and the names of four referees to Dr. R.B. Miller, Chairman, Department of Pathology, Ontario Veterinary College, Guelph, Ontario, N1G 2W1, Canada. Deadline for receipt of applications is May 1, 1988 or until position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to final budgetary approval.

ZOOLOGY

UNIVERSITY OF MANITOBA. The

COUNCIL.....1 CONSEIL.....1

affordable child care services, does not ensure that child care services be non-profit, and does not guarantee universality of access to high quality child care services.

The Council approved policy resolutions on boards of governors: conflict of interest and on the use of surplus pension funds. It adopted on an interim basis guidelines for CAUT members conducting research and teaching in foreign countries. It also conducted a review of CAUT policies in the following areas: federal taxation and the university community, censorship (criminal code restrictions on allegedly pornographic materials), privacy and access to information, activities of policy and security forces on university campuses, and federal support for science and research. As part of the policy review, members of Council divided into small groups in order to examine each of the policy areas in depth.

With regard to the censorship issue, the Council passed a resolution opposing Bill C-54 (see story elsewhere in this edition).

With regard to research funding, the Council passed a resolution welcoming the Prime Minister's announcement that the government would commit an additional $1.3 billion to research. It urged the government to apply a large part of the money to the base funding of the three granting councils.

The Council approved recommendations on amendments to the terms of reference of the three standing committees of CAUT — the Academic Freedom and Tenure Committee, the Status of Women Committee and the Librarians Committee. The changes were made to accord with the restructuring of CAUT approved by the Council in May, 1986.

The Council held a special sexual harassment information session featuring a video produced by the University of Western Ontario. The video offered insight into the problems surrounding the issue and suggested standards for faculty conduct in this sensitive area.

logue dans une cause sur la retraite obligatoire à l'Université de l'Alberta.

Dans un autre ordre d'idée, toujours à la même assemblée, le Conseil a approuvé les recommandations générales du rapport publié en 1987 et intitulé *Le Canada et les sciences polaires*. Commandé par le gouvernement en 1985, le rapport souligne le grave sous-financement des études polaires au Canada, une situation qui a abouti, selon les auteurs, à un manque de qualité et de raffinement dans de nombreux champs de recherche. Le rapport conclut que la cause la plus sérieuse de la détérioration de la recherche polaire au Canada est imputable au gouvernement fédéral qui a manqué à son engagement dans ce secteur.

Voici les recommandations que le Conseil a approuvées:

☐ Que soit créée une commission canadienne de recherche polaire qui rendrait compte au gouvernement à un niveau supérieur et dont le mandat serait de surveiller et de faire rapport des besoins et des progrès des sciences polaires au Canada et de recommander des mesures à prendre afin d'améliorer leur pertinence et leur efficacité. La commission devrait se composer de personnes informées venant de l'intérieur et de l'extérieur du gouvernement, en particulier des résidents du Nord.

☐ Que soit créé un système canadien de renseignements polaires qui incorporerait les systèmes actuels et qui serait compatible avec les systèmes internationaux.

☐ Que soit mis sur pied "une institution physique" dénommée "centre polaire" qui servirait à centraliser l'intérêt sur la recherche polaire et à promouvoir "une masse critique" de spécialistes du Nord et des sciences polaires.

☐ Que le gouvernement augmente son aide financière et son soutien aux institutions s'occupant de la recherche sur le Nord et facilite la participation des résidents du Nord à ces travaux.

☐ Que les ministères du gouvernement fédéral accordent une plus grande attention à leurs responsabilités envers le Nord.

En outre, le Conseil a approuvé une résolution qui condamne les politiques inadéquates du gouvernement en matière de services de garde au Canada. La résolution adoptée stipule que la Stratégie nationale sur la garde des enfants ne satisfait pas les principes formulés dans l'énoncé de principes de l'ACPU sur les services de garde pour le Canada et qu'elle ne prévoit pas un financement suffisant de la garde d'enfants, qu'elle ne crée pas de services de garde abordables, qu'elle ne garantit pas des services à but non lucratif et qu'elle n'assure pas l'accès universel à des services de garde de qualité supérieure.

Le Conseil a approuvé des résolutions sur les conseils de gouverneurs et les conflits d'intérêt ainsi que sur l'emploi des surplus des fonds de pension. Il a adopté provisoirement des lignes directrices élémentaires à l'intention des membres de l'ACPU qui enseignent ou effectuent des recherches à l'étranger. Il a également passer en revue les politiques de l'ACPU dans les secteurs suivants: l'impôt fédéral et le milieu universitaire, la censure (les restrictions du Code criminel pour le matériel supposément pornographique), la protection des renseignements et l'accès à l'information, les activités de la police et des services de sécurité dans les universités ainsi que l'appui du fédéral à la science et à la recherche. Dans le cadre de cet examen, les membres du Conseil se sont divisés en petits groupes pour étudier en profondeur chacun de ces secteurs.

En ce qui concerne la censure, le Conseil a adopté une résolution qui s'oppose au projet de loi C-54 (voir l'article à ce sujet dans le présent numéro).

Quant à la recherche, le Conseil a adopté une résolution en faveur de l'annonce du premier ministre qui engage son gouvernement à octroyer 1,3 milliard de dollars à la recherche. Cette résolution invite fortement le gouvernement à consacrer ces sommes au financement de base des trois conseils subventionnaires.

Le Conseil a approuvé les modifications apportées aux mandats des trois comités permanents, à savoir le Comité de la liberté universitaire et de la permanence de l'emploi, le Comité du statut de la femme et le Comité des bibliothécaires. Ces modifications ont été effectuées conformément à la réforme de l'ACPU que le Conseil a approuvée en mai 1986.

Par ailleurs, le Conseil a tenu une séance d'information spéciale sur le harcèlement sexuel. On y a présenté une bande magnétoscopique produite par l'Université Western Ontario qui expliquait le problème et qui proposait des normes d'éthique à l'intention des professeurs à cet égard.

CAUT offers group home and auto insurance plan

In a continuing effort to provide additional benefits to members, CAUT has now implemented a Group Home and Auto Insurance Program. A package detailing the plan, along with Request for Quotation forms will be provided to members next month.

The plan is underwritten by Simcoe Erie Group, the 17th largest general underwriting group in Canada. Simcoe Erie has its head office in Hamilton, Ontario with branches in Toronto, Montreal, London, Ottawa, Delhi, Bermuda and New York.

The plan will be administered by Group Services Insurance Brokers in Willowdale, Ontario. Requests for quotations or additional information should be directed to them by mail or by calling their toll free number as indicated in the enclosed brochure. While unable to guarantee reductions in every instance, the group rates for automobile insurance average 20% lower than individual rates and approximately 10% lower for home insurance rates.

The plan is open to all regular, associate and retired members of CAUT as well as staff of the national, provincial and local associations.

L'ACPU offre une police collective d'assurance-auto et d'assurance-propriété

Dans un souci constant d'offrir des avantages supplémentaires à ses membres, l'ACPU vient de mettre en place un régime d'assurance-auto et d'assurance-propriété collectives. Vous recevrez le mois prochain de la documentation sur le régime ainsi que des formulaires de demandes de cotations.

Le régime est souscrit par le groupe Simcoe Erie, le 17e souscripteur d'assurance générale au Canada. Le siége social de Simcoe Erie est situé à Hamilton, en Ontario, et ses succursales sont à Montréal, London, Ottawa, Delhi, New York et aux Bermudes.

Le régime sera administré par le Group Services Insurance Brokers, situé à Willowdale, en Ontario. Il faut adresser les demandes de cotations ou de renseignements supplémentaires à cette compagnie ou lui téléphoner en utilisant le numéro sans frais indiqué dans le dépliant ci-joint. Bien que des réductions ne soient pas garanties dans tous les cas, les taux pour l'assurance-auto collective sont 20% inférieurs à ceux des polices individuelles et les taux de l'assurance-propriété sont environ 10% inférieurs.

Tous les membres réguliers, associés ou à la retraite de l'ACPU sont admissibles ainsi que tous les employés des associations nationale, provinciales et locales.

CLASSIFIED.....18

Department of Zoology, University of Manitoba, invites applications for a tenure track position for either a quantitative ecologist with experience in biometrical and multivariate analysis and a familiarity with standard software packages for both micro and mainframe computers, or a molecular biologist with experience in molecular aspects of evolution or in invertebrate development. A Ph.D. with teaching and research experience is required. Duties will include teaching in undergraduate courses, research, and participation in the graduate program. Starting date will be July 1, 1988 with salary and rank dependent on qualifications and experience. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send applications, including an updated curriculum vitae, description of career interests, and names of three referees to: Dr. J.H. Gee, Head, Department of Zoology, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Closing date for applications is April 1, 1988.

FACULTY EXCHANGE

FACULTY EXCHANGE CENTRE, non-profit organization established in 1973, helps (1) college and university professors to exchange teaching positions, and (2) all educators to interchange houses, with colleagues on this continent and abroad. FEC serves individual faculty as well as member colleges. For more details send self-addressed, envelope to: 852 Virginia Avenue, Lancaster, Pa., USA, 17603; 717/ 393-1130.

ACCOMMODATION

Montreal, western N.D.G., close to Loyola Campus of Concordia University: sabbatical home for rent: July 88-August 89. Free standing cottage on large lot: 2 bedrooms upstairs plus 2 in basement; 1 1/2 bathrooms. $700 per month plus utilities, phone (514) 486-4827 or 848-2156.

LONDON, ENGLAND: Two Bedroom Flat in pleasant area of North London for rent from August, 1988 to summer, 1989. Flat has modern kitchen, gas central heating and is fully furnished. 25 minutes from University of London by public transit. Suitable for academic on sabbatical leave. For further information call (613) 234-8508.

AIX-EN-PROVENCE, SOUTH OF FRANCE. A 3-bedroom house (furnished) in the picturesque village of Puyloubier, 20 km. east of Aix. Available August 1988 - August 1989. $450/month + utilities. Beth, 416-533-8844 (after 8 p.m.) or 416-978-7458 (days)

NOVA SCOTIA. Sabbatical/ oceanfront retreat. Restored century farmhouse on Northumberland Strait, all modern conveniences, 3/4 bedrooms, large deck overlooking PEI. Available September, 1988. $400 per month (519) 836-7707.

A LOUER POUR UN AN à compter du 20 août 1988, maison spacieuse située tout près de l'Université Laval. Loyer raisonnable. Contacter Patrice Olon, 2774 rue Montarville, Sainte-Foy, Qué., G1W 1V3. Tél. (418) 659-5044.

FACE AU PARC LAFONTAINE, centre-ville de **Montréal,** magnifique appartement rénové, 7 1/2, rez-de-chaussée, 3 chambres à coucher, 2 salles de bain, salle à manger, grande salle de séjour, bureau. Entièrement meublé et équipé. Idéal pour prof. ou vacanciers recherchant logement tranquille. A louer pour la saison estivale 1988, $450 dollars/semaine. Tél. (514) 526-3566.

OTTAWA, McGEE'S INN offers superior accommodation in restored Victorian mansion, private baths, telephones, blocks from Ottawa University, complimentary breakfast included. Daily and weekly rates from $32. 185 Daly Avenue. Tel: (613) 237-6089.

ECHANGE DE MAISON FRANCE - QUEBECIOU LOCATION: Maison unitamiliale près de l'Université de Montréal, 4 chambres et beaucoup d'espace. Désire échanger pour un logement en France, en particulier près d'Aix en Marseille, septembre 1988 à juillet 1989. Si impossible, un location est envisageable. André Normandeau, professeur, Centre de criminologie, Université de Montréal, Montréal, Québec, H3C 3J7; Tél: (514) 343-0038 ou 343-7065.

Your first breath is the beginning of a beautiful relationship.

A lung affair lasts a lifetime.

Your ‡ Lung Association "The Christmas Seal People"

A no-change budget

by Richard Bellaire
CAUT staff

The Minister of Finance, Michael Wilson, made almost no changes to the tax structure of Canada in his February 10 budget. The document reviewed tax and expenditure policy over the last four years of Conservative government and indicated the government's projections for the economy for the next three years. The only major tax change was to raise the excise tax on gasoline by one cent per litre.

There were a number of technical changes to the sales tax system and other minor adjustments but the Minister made no change to the previously announced system of income tax reform. The proposed changes to the national sales tax system will be discussed with the provinces.

The only other item which may have some impact on some faculty involves a move by the federal government to exempt federal sales taxes on original prints — such as serigraphs, woodcut, lithographs and engravings. This is in line with recommendations of the House of Commons Committee on Communications and Culture in its report on Taxation of Artists and Arts.

The exemption will not extend to photomechanical reproductions of artwork originally produced in another medium. Other forms of original art, including oil paintings, water colours and sculptures are already exempt from tax.

E P I L E P S Y

It's not what you think

Epilepsy Canada

Prejudice: The major problem experienced by persons with epilepsy today. About 1% of the Canadian population has epilepsy. And, approximately 80% of these persons can lead normal lives in the mainstream of society. Right across Canada, associations are available to help persons with epilepsy. Why not become a member?

TENTATIVE AGENDA

CAUT COLLECTIVE BARGAINING CONFERENCE

Far Hills Inn, Val Morin, Quebec

12 - 16 June 1988

Sunday 12 June

9:00 pm WELCOME AND INTRODUCTION. MAKE UP OF TEAMS
Coordinator: Paul-Normand Dussault (University of Ottawa) Chair, Collective Bargaining Conference

Monday 13 June

9:00 am PROPOSAL WRITING
Coordinator: Howard Snow (CAUT)
THE BARGAINING PROCESS (Simulation)
Coordinators: John D'Orsay (NSCUFA)
T.B.A.
2:00 pm SIMULATION (Continued)
9:00 pm SIMULATION (Continued)

Tuesday 14 June

9:00 am SIMULATION : REPORT
10:30 am CONCILIATION / MEDIATION
Coordinators: T.B.A.
2:00 pm MEDIA
Coordinators: T.B.A.
9:00 pm STRIKES AND LOCK-OUTS
Coordinators: Don Savage (CAUT)
Howard Snow (CAUT)

Wednesday 15 June

9:00 am EMPLOYMENT EQUITY WITHIN CANADIAN UNIVERSITIES: A REPORT
Coordinator: CAUT Status of Women Committee
10:30 am SALARIES
Coordinators: Bob Rodger (Dalhousie University) (Chair)
George Fritz (University of Calgary)
Ian McDonald (York University)
David Balzarini (U.B.C.) (Commentator)

2:00 pm LIBRARIAN / FACULTY COUNCILS, GOVERNANCE AND COLLEGIALITY
Coordinators: Rita Vine (University of Calgary)
Suzanne St-Jacques (University of Ottawa)
4:00 pm GRIEVANCE AND ARBITRATION
Coordinators: Howard Snow (CAUT)
and T.B.A.
9:00 pm Open

Thursday 16 June

9:00 am WRAP-UP
Coordinators: Paul-Normand Dussault
Bob Rodger

For further information:
CAUT
1001 - 75 Albert Street
Ottawa, Ontario, K1P 5E7
(Telephone: (613) 237-6885)

PROGRAMME PROPOSÉ

LA CONFÉRENCE SUR LA NÉGOTIATION COLLECTIVE

Auberge Far Hills, Val Morin, Québec

du 12 au 16 juin 1988

Dimanche 12 juin

21 h MOT DE BIENVENUE. INTRODUCTION AUX TRAVAUX
CONSTITUTION DES ÉQUIPES
Coordonnateur: Paul-Normand Dussault (Université d'Ottawa) Président, Conférence sur la négociation collective

Lundi 13 juin

9 h RÉDACTION DES PROPOSITIONS
Coordonnateur: Howard Snow (ACPU)
LE PROCESSUS DE NÉGOCIATION. EXERCICE DE SIMULATION
Coordonnateurs: John D'Orsay (CAPUNE)
et à préciser
14 h EXERCICE DE SIMULATION (suite)
21 h EXERCICE DE SIMULATION (suite)

Mardi 14 juin

9 h SIMULATION - Compte rendu
10 h 30 CONCILIATION / MÉDIATION
Coordonnateurs: à préciser
14 h MEDIA
Coordonnateurs: à préciser
21 h GRÈVES ET LOCK-OUTS
Coordonnateurs: Don Savage (ACPU)
Howard Snow (ACPU)

Mercredi 15 juin

9 h L'ÉGALITÉ EN EMPLOI DANS LES UNIVERSITÉS CANADIENNES: UN BILAN
Coordonnateurs: Comité du statut de la femme de l'ACPU
10 h 30 SALAIRES
Coordonnateurs: Bob Rodger (Dalhousie) (Animateur)
George Fritz (Calgary)
Ian McDonald (York)
David Balzarini (Colombie-Britannique) (Commentateur)
14 h LE CONSEIL DES BIBLIOTHÉCAIRES/ PROFESSEURS ET LA COLLÉGIALITÉ
Coordonnatrices: Rita Vine (Calgary)
Suzanne St-Jacques (Université d'Ottawa)
16 h GRIEFS ET ARBITRAGES
Coordonnateurs: Howard Snow (ACPU) et à préciser
21 h LIBRE

Jeudi 16 juin

9 h BILAN
Coordonnateurs: Paul-Normand Dussault
Bob Rodger

Renseignements supplémentaires:
ACPU
1001 - 75, rue Albert
Ottawa (Ontario) K1P 5E7
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